1988-89 National Faculty Salary Survey by Discipline and Rank

in State Colleges and Universities

American Association of
State Colleges and Universities

College and University
Personnnel Association

In Conjunction With

Appalachian State University
Boone, North Carolina 28608

The College and University Personnel Association (CUPA) is an international network of more than 4,000 personnel administrators representing more than 1,300 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a journal, an annual conference, regional meetings, and seminars on timely topics of special interest to the personnel profession. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 503, Washington, D.C., 20036, (202) 429-0311.

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ACKNOWLEDGMENTS

This AASCU/CUPA 1988-89 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, D.C., cooperated with the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and in conjunction with Appalachian State University in Boone, North Carolina to produce this survey.

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Maryon Louise Urquhart, M.A. graduate student in industrial/organizational psychology.

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Finally, very special thanks go to those 281 state college or university presidents/chancellors--AASCU members--who participated in the survey.

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EXECUTIVE SUMMARY

For the eighth straight year (1981-82 through 1988-89) the College and University Personnel Association (CUPA) Washington, D.C. in cooperation with the American Association of State Colleges and Universities (AASCU) Washington, D.C., and in conjunction with Appalachian State University, Boone, North Carolina has researched and produced an annual survey of faculty salaries by discipline and rank in the nation's state colleges and universities. This current survey, the 1988-89 AASCU/CUPA National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities, involved 281 state colleges and universities.

Five additional disciplines have been added to the survey during the past two years. In 1986-87 the survey consisted of 46 disciplines. The following three disciplines were added in 1987-88: Allied Health, Engineering and Engineering-Related Technologies, and Protective Services. The two disciplines added this year, 1988-89, are Occupational Therapy and Physical Therapy, bringing the current total to 51 disciplines.

A "broad brush" comparison of increases in annual overall salary averages for all ranks in the surveys of state colleges and universities over the last five years (including the "base year" of 1984-85) are listed below. Please note that although a majority of the participating colleges and universities are the same in each of the five years, there is a significant minority of colleges and universities which are different.

SURVEY YEAR:	Base Year 1984-85	Year 1 1985-86	Year 2 1986-87	Year 3 1987-88	Year 4 1988-89
NUMBER OF INSTITUTIONS:	268	262	261	272	281
NUMBER OF FACULTY:	66,953	63,623	63,490	68,617	73,412
AVERAGE SALARY FOR ALL RANKS:	$30,954	$31,321	$32,980	$34,951	$36,967
PERCENTAGE INCREASE OF SALARY ANNUALLY:	0.00%	1.19%	5.30%	5.98%	5.77%

It is important for the reader to note that beginning in 1984-85, the annual survey began identifying those participating state institutions which have collective bargaining contracts with their faculties--approximately one-third of the institutions each year. The average salary of these collective bargaining institutions has positively impacted the overall salary average of all the participating state institutions significantly. For 1988-89 the collective bargaining institutions' faculty had an average salary of +16% over that of those state institutions which did not have collective bargaining contracts with their faculties.

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred five (205) institutions participated in the 1981-82 national pilot. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83, 215 participated in 1983-84, 268 participated in 1984-85, 262 participated in 1985-86, 261 participated in 1986-87, 272 participated in 1987-88, and 281 participated in 1988-89. In all, over the period of eight years (1981-82 through 1988-89), 374 AASCU-member institutions have participated in the AASCU/CUPA national faculty salary surveys by discipline and rank at least once.

This 1988-89 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1988-89), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas.

For the fifth straight year (1984-85 through 1988-89), information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" and other studies can be subsequently effectuated for requesting institutions at a nominal fee.

Also, for the fifth straight year, we are listing in APPENDIX C the names of all the participating institutions for each of the eight years of the sur-

vey. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

This year's survey, 1988-89, includes two new disciplines: Occupational Therapy--17.0807 (HEGIS--5210), and Physical Therapy--17.0813 (HEGIS--5219). With these two additional disciplines to the survey, it now totals 51 academic disciplines.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA, AASCU, or to Dr. Richard D. Howe.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey effort attempts to address the above needs by collecting data on 51 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 281 state college and university members of AASCU which participated in the survey.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special

study data are aggregate data of 10 or more institutions and with three or more data elements in each cell.

For the fifth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

For the third straight year, those 60 institutions which have participated in each of the eight years of the survey (1981-82 through 1988-89), may request salary trend studies by selected discipline(s) and/or by all disciplines in the study(ies) comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Finally, those 209 institutions which participated in the fifth (1985-86) and eighth (1988-89) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the surveys comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in at least one of the seven surveys may have their data compared with the trend data in any configuration they recommend of 10 or more institutions. (Please know, again, that only cells with three or more data elements are used.) Institutions which have not participated in any of the seven studies may still request salary data of 10 or more institutions which have participated in any one or more of the seven surveys.

The reader should note that "special studies," tailored studies," and "percentile rank studies," all based on relevant data from the annual surveys, may be requested from CUPA for nominal fees. (Please see the "Special Study Order Form - CUPA Faculty Salary Survey," in the back of this survey report.) These studies of 10 or more similar-type institutions rather than the average annual salary for all participating institutions, may be more applicable to the line administrator who propounds salary considerations. (Note that confidentiality is retained by CUPA with no cell data being reported which has less than three elements, and no individual institutional names are reported.)

Finally, for those persons interested in salary changes within individual disciplines over time, "rolling" three-year salary-trend studies have been written annually for all the applicable disciplines beginning in 1986 for the years 1982-83 through 1985-86, etc. These articles have been accepted annually for publication in the national ERIC periodical Resources in Education.

SURVEY RESULTS

Methodology

This AASCU/CUPA 1988-89 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities collected and tabulated full-time salary data for faculty in 51 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1985. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 73,412 faculty members are found in APPENDIX B--The Data Tables. The list of 281 AASCU public colleges and universities which participated in the annual survey is found in APPENDIX C. Also listed in APPENDIX C are lists of those AASCU colleges and universities which have participated in the annual survey since its inception in 1981-82 through 1988-89.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.24 for assistant professors of accounting is 24 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1988. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS
0517

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47431	411	120	38919	372	129	33542	329	114	32887	63	43	24747	74	47	39492	1186	152
HIGH SALARY	79686			66736			51867			48803			39999			79686		
LOW SALARY	27083			21246			19692			21700			16500			16500		
FAC MIX PCT	0 35			0 31			0 28			0 05			0 06			1 00		
SALARY FACTOR	1 05			1 06			1 10			1 12			1 05			1 07		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS
0600

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	44701	437	141	35213	483	160	28694	572	165	27877	108	71	23049	233	95	33812	1725	189
HIGH SALARY	66818			51150			45644			39000			38302			66818		
LOW SALARY	26241			23400			18171			20500			15000			15000		
FAC MIX PCT	0 25			0 28			0 33			0 06			0 14			1 00		
SALARY FACTOR	0 99			0 96			0 94			0 95			0 98			0 91		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were somewhat lower for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C):

	NUM	N/IS
BE	1186	152
C	1725	189

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	47431	38919	33542	32887	24747	39492
C	44701	35213	28694	27877	23049	33812

3. High and Low Salaries. The "high salaries" for BUSINESS ECONOMICS are all higher than for COMMUNICATIONS, and the "low salaries" are also higher for BUSINESS ECONOMICS except for the rank of ASSOCIATE PROFESSOR of COMMUNICATIONS.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	79686	66736	51867	48803	39999	79686
C	66818	51150	45644	39000	38302	66818

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	27083	21246	19692	21700	16500	16500
C	26241	23400	18171	20500	15000	15000

4. Faculty Mix Percentage. The two disciplines are rather dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 35 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 25 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that the NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.35	.31	.28	.05	.06	1.00
C	.25	.28	.33	.06	.14	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field like NURSING and an "old" one like PHILOSOPHY AND RELIGION, and also how these differences compare with the overall average of ALL MAJOR FIELDS in the study. The comparisons for the major

fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.08	.24	.51	.06	.11	1.00
PR	.44	.32	.22	.04	.02	1.00
AMF	.35	.29	.28	.05	.08	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number, 100 percent, represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS the average salary of INSTRUCTOR is 5 percent above the average salary of all INSTRUCTORS from the reporting institutions and is 7 percent above the average salary of INSTRUCTORS in COMMUNICATIONS. The salary factors also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.05	1.06	1.10	1.12	1.05	1.07
C	0.99	0.96	0.94	0.95	0.98	0.91

6. Comparisons Between Non-Collective Bargaining Institutions and Collective Bargaining Institutions. In the two major fields of BUSINESS ECONOMICS and COMMUNICATIONS, the user should note below (page 17), the size of the sample, average salary, high and low salaries, faculty mix percentage and salary factor between GROUP #1 (Non-Collective Bargaining Institutions), and GROUP #2 (Collective Bargaining Institutions). For both BUSINESS ECONOMICS and COMMUNICATIONS the salary factor for collective bargaining faculty is higher than for non-collective bargaining faculty: 5 percent more for collective bargaining BUSINESS ECONOMICS faculty, and 14 percent more for collective bargaining COMMUNICATIONS faculty.

In all 51 major fields in the survey, collective bargaining faculty have a higher salary factor than for non-collective bargaining faculty. Ninety-seven (35%) of the 281 participating institutions have some type of collective bargaining contract with their faculties. The overall salary factor is 16% percent higher for collective bargaining institutions than for non-collective bargaining institutions in the survey. Please see APPENDIX B, page 38.

APPENDIX A

LIST OF SELECTED DISCIPLINES*

Page

DISCIPLINE: AGRICULTURE & NATURAL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODUCTION--01. (0100) 13

DISCIPLINE: ARCHITECTURE & ENVIRONMENTAL DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN--04. (0200) 13

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES--05. (0300) 14

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES--26. (0400) 14

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT--06. (0500) 15

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING--06.02 (0502) 15

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEMENT--06.0401 (0506) 16

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS--07.0601 (0514) 16

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS--06.05 01(0517) 17

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS--09. (0600) 17

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES--10.0104 (0605) 18

DISCIPLINE: COMPUTER & INFORMATION SCIENCES
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES--11. (0700) 18

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION--13. (0800) 19

*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1985) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the CIP classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

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DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS--13.0101 (0801) 19

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUCATION ADMINISTRATION--13.0406 (0805) 20

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION--13.1001 (0808) 20

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SERVICES--13.1101 (0826) 21

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION--13.0301 (0829) 21

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION--13.1315 (0830) 22

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION--13.1314 (0835) 22

DISCIPLINE: EDUCATION
MAJOR FIELD: INDUSTRIAL ARTS EDUCATION--13.1309 (0839) 23

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING--14. (0900) 23

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING AND ENGINEERING-RELATED TECHNOLOGIES--15. (0925).. 24

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS--50. (1000) 24

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS--50.0705 (1002) 25

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC--50.0901 (1005) 25

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS--50.0501 (1007) 26

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES--16. (1100) 26

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING--18.1101 (1203) 27

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY--18.0103 (1220) 27

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DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS--19. (1300) 28

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS--23. (1500) 28

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION--38. (1509 + 1510) 29

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES--25. (1600) 29

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS--27. (1700) 30

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES--40. (1900) 30

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS--40.0801 (1902) 31

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY--40.0501 (1905) 31

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES--40.0601 (1914) 32

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY--42. (2000) 32

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PROTECTIVE SERVICES--43. (2100) 33

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES--45. (2200) 33

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY--45.0201 (2202) 34

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY--45.08 (2205) 34

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY--45.0701 (2206) 35

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE AND GOVERNMENT--45.1001 (2207) 35

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY--45.1101 (2208) 36

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DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES--30. (4900) 36

DISCIPLINE: HEALTH SERVICES & PARAMEDICAL TECHNOLOGIES
MAJOR FIELD: ALLIED HEALTH--17. (5200) 37

DISCIPLINE: HEALTH SERVICES & PARAMEDICAL TECHNOLOGIES
MAJOR FIELD: OCCUPATIONAL THERAPY TECHNOLOGY--17.0807 (5210) 37

DISCIPLINE: HEALTH SERVICES & PARAMEDICAL TECHNOLOGIES
MAJOR FIELD: PHYSICAL THERAPY TECHNOLOGY--17.0813 (5219) 38

ALL DISCIPLINE AVERAGES
ALL MAJOR FIELDS 38

APPENDIX B
THE DATA TABLES

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU 0100

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44304	186	38	34867	122	39	29823	103	36	30535	12	6	21811	17	11	37235	428	51
	HIGH SALARY	56461			55794			37066			36408			36355			56461		
	LOW SALARY	30351			26600			23047			25500			16000			16000		
	FAC MIX PCT	0.43			0.29			0.24			0.03			0.04			1.00		
	SALARY FACTOR	0.98			0.95			0.98			1.04			0.92			1.01		
#1	AVERAGE SALARY	39702	100		33598	91		28851	74		28795	4		21636	16		33838	281	
	HIGH SALARY	56461			55794			37066			31878			36355			56461		
	LOW SALARY	30351			26600			23047			25500			16000			16000		
	FAC MIX PCT	0.36			0.32			0.26			0.01			0.06			1.00		
	SALARY FACTOR	0.87			0.92			0.95			0.98			0.92			0.92		
#2	AVERAGE SALARY	49655	86		38593	31		32303	29		31405	8		24620	1		43728	147	
	HIGH SALARY	52968			42182			36408			36408			24620			52968		
	LOW SALARY	30915			29979			27588			27588			24620			24620		
	FAC MIX PCT	0.59			0.21			0.20			0.05			0.01			1.00		
	SALARY FACTOR	1.09			1.05			1.06			1.07			1.04			1.18		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 0200

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	48681	94	18	39331	86	19	32143	62	18	33057	10	8	26769	6	3	40774	248	20
	HIGH SALARY	65058			55602			44032			41000			31680			65058		
	LOW SALARY	26750			22200			20300			26000			20020			20020		
	FAC MIX PCT	0.38			0.35			0.25			0.04			0.02			1.00		
	SALARY FACTOR	1.07			1.07			1.06			1.13			1.13			1.10		
#1	AVERAGE SALARY	40369	19		37154	44		31096	32		34800	5		23265	3		35373	98	
	HIGH SALARY	59180			55602			41600			41000			28775			59180		
	LOW SALARY	26750			22200			20300			28000			20020			20020		
	FAC MIX PCT	0.19			0.45			0.33			0.05			0.03			1.00		
	SALARY FACTOR	0.89			1.01			1.02			1.18			0.99			0.96		
#2	AVERAGE SALARY	50787	75		41611	42		33261	30		31313	5		30272	3		44302	150	
	HIGH SALARY	65058			54688			44032			33192			31680			65058		
	LOW SALARY	40443			32435			28510			29455			28884			28510		
	FAC MIX PCT	0.50			0.28			0.20			0.03			0.02			1.00		
	SALARY FACTOR	1.12			1.13			1.09			1.07			1.28			1.20		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 0300

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	47801	78	28	38935	73	27	31776	48	24	29623	6	6	25791	8	7	40108	207	38
	HIGH SALARY	61841			52759			44150			32000			38473			61841		
	LOW SALARY	29521			29487			23612			25000			18318			18318		
	FAC MIX PCT	0.38			0.35			0.23			0.03			0.04			1.00		
	SALARY FACTOR	1.05			1.06			1.04			1.01			1.09			1.08		
#1	AVERAGE SALARY	44866	14		37084	19		30517	12		31080	2		23270	2		37137	47	
	HIGH SALARY	59810			49009			39711			32000			23500			59810		
	LOW SALARY	33099			29487			23968			30160			23040			23040		
	FAC MIX PCT	0.30			0.40			0.26			0.04			0.04			1.00		
	SALARY FACTOR	0.99			1.01			1.00			1.06			0.99			1.00		
#2	AVERAGE SALARY	48443	64		39587	54		32196	36		28894	4		26632	6		40980	160	
	HIGH SALARY	61841			52759			44150			30325			38473			61841		
	LOW SALARY	29521			30096			23612			25000			18318			18318		
	FAC MIX PCT	0.40			0.34			0.23			0.03			0.04			1.00		
	SALARY FACTOR	1.07			1.08			1.06			0.98			1.13			1.11		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES 0400

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44434	1802	254	35543	962	231	29402	705	203	27912	121	83	21980	96	54	38457	3565	266
	HIGH SALARY	103443			53340			48262			37000			36210			103443		
	LOW SALARY	24887			18346			19380			20002			12737			12737		
	FAC MIX PCT	0.51			0.27			0.20			0.03			0.03			1.00		
	SALARY FACTOR	0.98			0.97			0.97			0.95			0.93			1.04		
#1	AVERAGE SALARY	42237	1023		34769	641		28993	495		27948	85		21415	82		36413	2241	
	HIGH SALARY	103443			53340			48262			37000			30757			103443		
	LOW SALARY	26563			23328			19380			20002			12737			12737		
	FAC MIX PCT	0.46			0.29			0.22			0.04			0.04			1.00		
	SALARY FACTOR	0.93			0.95			0.95			0.95			0.91			0.99		
#2	AVERAGE SALARY	47319	779		37089	321		30367	210		27825	36		25289	14		41916	1324	
	HIGH SALARY	83239			52759			44150			34740			36210			83239		
	LOW SALARY	24887			18346			20335			20713			14598			14598		
	FAC MIX PCT	0.59			0.24			0.16			0.03			0.01			1.00		
	SALARY FACTOR	1.04			1.01			1.00			0.95			1.07			1.13		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

0500

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	50743	660	111	41906	679	117	36450	742	123	38474	147	65	27837	225	79	41306	2306	137
	HIGH SALARY	100000			64750			55400			55000			40365			100000		
	LOW SALARY	31091			24372			16000			19740			14500			14500		
	FAC MIX PCT	0.29			0.29			0.32			0.06			0.10			1.00		
	SALARY FACTOR	1.12			1.14			1.20			1.31			1.18			1.12		
#1	AVERAGE SALARY	49363	375		41920	398		36866	501		39065	91		27748	162		40501	1436	
	HIGH SALARY	100000			63500			55400			55000			45666			100000		
	LOW SALARY	31100			24372			16000			22169			14500			14500		
	FAC MIX PCT	0.26			0.28			0.35			0.06			0.11			1.00		
	SALARY FACTOR	1.09			1.14			1.21			1.33			1.18			1.10		
#2	AVERAGE SALARY	52559	285		41888	281		35584	241		37515	56		28066	63		42636	870	
	HIGH SALARY	73020			64750			50520			49000			46365			73020		
	LOW SALARY	31091			25000			19740			19740			17821			17821		
	FAC MIX PCT	0.33			0.32			0.28			0.06			0.07			1.00		
	SALARY FACTOR	1.16			1.14			1.17			1.28			1.19			1.15		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

0502

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	52617	512	144	43420	535	168	37578	629	181	40322	106	73	26326	228	105	41916	1904	206
	HIGH SALARY	90000			69545			56200			56000			47499			90000		
	LOW SALARY	30151			27277			21320			18118			15030			15030		
	FAC MIX PCT	0.27			0.28			0.33			0.06			0.12			1.00		
	SALARY FACTOR	1.16			1.18			1.24			1.37			1.12			1.13		
#1	AVERAGE SALARY	52055	291		43624	325		38330	427		41547	81		26439	184		41204	1227	
	HIGH SALARY	90000			69545			56200			56000			47499			90000		
	LOW SALARY	34895			27277			21320			18118			15030			15030		
	FAC MIX PCT	0.24			0.26			0.35			0.07			0.15			1.00		
	SALARY FACTOR	1.15			1.19			1.26			1.41			1.12			1.11		
#2	AVERAGE SALARY	53358	221		43105	210		35986	202		36354	25		25854	44		43206	677	
	HIGH SALARY	69382			65135			54406			50000			47000			69382		
	LOW SALARY	30151			27384			22370			22370			18665			18665		
	FAC MIX PCT	0.33			0.31			0.30			0.04			0.06			1.00		
	SALARY FACTOR	1.18			1.18			1.16			1.24			1.10			1.17		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM 0506

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	49685	748	161	41750	822	181	36194	786	178	38351	141	81	24998	253	106	40726	2609	196
	HIGH SALARY	114000			60600			53000			53000			46000			114000		
	LOW SALARY	30330			21288			18900			18900			13341			13341		
	FAC MIX PCT	0.29			0.32			0.30			0.05			0.10			1.00		
	SALARY FACTOR	1.09			1.14			1.19			1.31			1.06			1.10		
#1	AVERAGE SALARY	48281	434		41154	549		36230	555		38604	105		24903	206		39441	1744	
	HIGH SALARY	114000			60600			53000			53000			46000			114000		
	LOW SALARY	30330			21288			18900			18900			17400			17400		
	FAC MIX PCT	0.25			0.31			0.32			0.06			0.12			1.00		
	SALARY FACTOR	1.06			1.12			1.19			1.31			1.05			1.07		
#2	AVERAGE SALARY	51625	314		42949	273		36107	231		37613	36		25411	47		43318	865	
	HIGH SALARY	73995			56500			51633			50000			34213			73995		
	LOW SALARY	31646			27072			20145			23544			13341			13341		
	FAC MIX PCT	0.36			0.32			0.27			0.04			0.05			1.00		
	SALARY FACTOR	1.14			1.17			1.19			1.28			1.08			1.17		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS 0514

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	41417	87	46	34586	126	60	28829	130	60	30728	11	8	22891	62	38	32415	405	83
	HIGH SALARY	57204			48625			38873			35000			31644			57204		
	LOW SALARY	21800			20350			19000			24000			16074			16074		
	FAC MIX PCT	0.21			0.31			0.32			0.03			0.15			1.00		
	SALARY FACTOR	0.91			0.94			0.95			1.05			0.97			0.88		
#1	AVERAGE SALARY	40448	69		33490	96		28571	111		30451	9		22594	48		31672	324	
	HIGH SALARY	56016			43464			37550			35000			30000			56016		
	LOW SALARY	21800			20350			19000			24000			17000			17000		
	FAC MIX PCT	0.21			0.30			0.34			0.03			0.15			1.00		
	SALARY FACTOR	0.89			0.91			0.94			1.04			0.96			0.86		
#2	AVERAGE SALARY	45133	18		38093	30		30335	19		31976	2		23909	14		35386	81	
	HIGH SALARY	57204			48625			38873			33975			31644			57204		
	LOW SALARY	35991			28363			20335			29976			16074			16074		
	FAC MIX PCT	0.22			0.37			0.23			0.02			0.17			1.00		
	SALARY FACTOR	0.99			1.04			1.00			1.09			1.01			0.96		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 0517

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	47431	411	120	38919	372	129	33542	329	114	32887	63	43	24747	74	47	39492	1186	152
	HIGH SALARY	79686			66736			51867			48803			39999			79686		
	LOW SALARY	27083			21246			19692			21700			16500			16500		
	FAC MIX PCT	0.35			0.31			0.28			0.05			0.06			1.00		
	SALARY FACTOR	1.05			1.06			1.10			1.12			1.05			1.07		
#1	AVERAGE SALARY	46651	259		38909	267		33935	234		33192	51		24685	59		38911	819	
	HIGH SALARY	79686			66736			51867			48803			39999			79686		
	LOW SALARY	27083			21246			19692			21700			16500			16500		
	FAC MIX PCT	0.32			0.33			0.29			0.06			0.07			1.00		
	SALARY FACTOR	1.03			1.06			1.12			1.13			1.05			1.05		
#2	AVERAGE SALARY	48759	152		38944	105		32572	95		31590	12		24994	15		40789	367	
	HIGH SALARY	63861			52068			45000			45000			32000			63861		
	LOW SALARY	32410			27000			23922			23922			18000			18000		
	FAC MIX PCT	0.41			0.29			0.26			0.03			0.04			1.00		
	SALARY FACTOR	1.07			1.06			1.07			1.08			1.06			1.10		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 0600

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44701	437	141	35213	483	160	28694	572	165	27877	108	71	23049	233	95	33812	1725	189
	HIGH SALARY	66818			51150			45644			39000			38302			66818		
	LOW SALARY	26241			23400			18171			20500			15000			15000		
	FAC MIX PCT	0.25			0.28			0.33			0.06			0.14			1.00		
	SALARY FACTOR	0.99			0.96			0.94			0.95			0.98			0.91		
#1	AVERAGE SALARY	42055	217		34401	304		27865	361		27731	64		22987	175		31850	1057	
	HIGH SALARY	62900			50940			45644			39000			35700			62900		
	LOW SALARY	28900			23400			20000			20500			15000			15000		
	FAC MIX PCT	0.21			0.29			0.34			0.06			0.17			1.00		
	SALARY FACTOR	0.93			0.94			0.92			0.94			0.97			0.86		
#2	AVERAGE SALARY	47311	220		36593	179		30114	211		28088	44		23236	58		36916	668	
	HIGH SALARY	66818			51150			39868			36408			38302			66818		
	LOW SALARY	26241			25425			18171			20838			16281			16281		
	FAC MIX PCT	0.33			0.27			0.32			0.07			0.09			1.00		
	SALARY FACTOR	1.04			1.00			0.99			0.96			0.98			1.00		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES 0605

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	47517	56	16	35469	60	20	30444	61	17	26720	5	4	25828	27	10	35997	204	25
	HIGH SALARY	60228			47500			46520			34000			38896			60228		
	LOW SALARY	32352			23340			19140			22400			18500			18500		
	FAC MIX PCT	0.27			0.29			0.30			0.02			0.13			1.00		
	SALARY FACTOR	1.05			0.97			1.00			0.91			1.09			0.97		
#1	AVERAGE SALARY	38920	10		31547	27		26049	23		26720	5		28610	16		30235	76	
	HIGH SALARY	60228			40560			36565			34000			38896			60228		
	LOW SALARY	32352			23340			19140			22400			18502			18502		
	FAC MIX PCT	0.13			0.36			0.30			0.07			0.21			1.00		
	SALARY FACTOR	0.86			0.86			0.86			0.91			1.21			0.82		
#2	AVERAGE SALARY	49386	46		38677	33		33105	38					21781	11		39419	128	
	HIGH SALARY	53403			47500			46520						26681			53403		
	LOW SALARY	43896			30554			27588						18500			18500		
	FAC MIX PCT	0.36			0.26			0.30						0.09			1.00		
	SALARY FACTOR	1.09			1.05			1.09						0.92			1.07		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE 0700

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	50150	438	161	42006	520	172	35504	664	197	36805	102	73	26054	271	116	39326	1893	221
	HIGH SALARY	92000			63000			51500			48000			52941			92000		
	LOW SALARY	29377			20612			15000			15000			11394			11394		
	FAC MIX PCT	0.23			0.27			0.35			0.05			0.14			1.00		
	SALARY FACTOR	1.11			1.15			1.17			1.25			1.10			1.06		
#1	AVERAGE SALARY	48136	242		41382	339		35715	451		37131	67		25640	198		38099	1230	
	HIGH SALARY	92000			63000			51500			47000			44730			92000		
	LOW SALARY	29377			20612			20182			20700			11394			11394		
	FAC MIX PCT	0.20			0.28			0.37			0.05			0.16			1.00		
	SALARY FACTOR	1.06			1.13			1.17			1.26			1.09			1.03		
#2	AVERAGE SALARY	52637	196		43174	181		35057	213		36182	35		27175	73		41602	663	
	HIGH SALARY	66808			53516			48000			48000			52941			66808		
	LOW SALARY	33192			28892			15000			15000			18261			15000		
	FAC MIX PCT	0.30			0.27			0.32			0.05			0.11			1.00		
	SALARY FACTOR	1.16			1.18			1.15			1.23			1.15			1.13		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

0800

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	43945	1171	146	35916	1001	144	28930	784	142	28004	150	69	22275	210	62	36250	3166	157
	HIGH SALARY	74800			59762			44849			40205			46953			74800		
	LOW SALARY	19347			17716			18000			18000			11700			11700		
	FAC MIX PCT	0.37			0.32			0.25			0.05			0.07			1.00		
	SALARY FACTOR	0.97			0.98			0.95			0.95			0.94			0.98		
#1	AVERAGE SALARY	41993	696		34905	603		28496	475		27927	70		22280	161		34830	1935	
	HIGH SALARY	74800			55500			41100			40205			46953			74800		
	LOW SALARY	19347			17716			19380			22889			11700			11700		
	FAC MIX PCT	0.36			0.31			0.25			0.04			0.08			1.00		
	SALARY FACTOR	0.93			0.95			0.94			0.95			0.94			0.94		
#2	AVERAGE SALARY	46805	475		37448	398		29596	309		28072	80		22258	49		38482	1231	
	HIGH SALARY	74511			59762			44849			38136			29709			74511		
	LOW SALARY	23077			21865			18000			18000			16430			16430		
	FAC MIX PCT	0.39			0.32			0.25			0.06			0.04			1.00		
	SALARY FACTOR	1.03			1.02			0.97			0.96			0.94			1.04		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 0801

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	43072	654	100	35146	445	101	28774	449	104	27295	102	53	22842	81	40	35960	1629	112
	HIGH SALARY	66000			55000			43100			38136			32449			66000		
	LOW SALARY	24613			15003			20000			20000			13000			13000		
	FAC MIX PCT	0.40			0.27			0.28			0.06			0.05			1.00		
	SALARY FACTOR	0.95			0.96			0.95			0.93			0.97			0.97		
#1	AVERAGE SALARY	40217	401		33443	285		27843	277		27229	62		22388	50		34047	1013	
	HIGH SALARY	66000			55000			43100			34000			32449			66000		
	LOW SALARY	24613			15003			20000			20000			13000			13000		
	FAC MIX PCT	0.40			0.28			0.27			0.06			0.05			1.00		
	SALARY FACTOR	0.89			0.91			0.92			0.93			0.95			0.92		
#2	AVERAGE SALARY	47597	253		38181	160		30274	172		27398	40		23574	31		39105	616	
	HIGH SALARY	56514			46298			39267			38136			31591			56514		
	LOW SALARY	28350			24300			22500			22500			18293			18293		
	FAC MIX PCT	0.41			0.26			0.28			0.06			0.05			1.00		
	SALARY FACTOR	1.05			1.04			0.99			0.93			1.00			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION 0805

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	45545	196	46	36217	104	43	29645	55	28	28800	15	12	20424	3	2	40181	358	51
	HIGH SALARY	75809			48204			37300			35800			20817			75809		
	LOW SALARY	23798			25164			21936			24000			20006			20006		
	FAC MIX PCT	0.55			0.29			0.15			0.04			0.01			1.00		
	SALARY FACTOR	1.00			0.99			0.97			0.98			0.87			1.09		
#1	AVERAGE SALARY	44901	142		35716	78		29630	44		28786	14		20424	3		39426	267	
	HIGH SALARY	75809			45802			37300			35800			20817			75809		
	LOW SALARY	23798			25164			21936			24000			20006			20006		
	FAC MIX PCT	0.53			0.29			0.16			0.05			0.01			1.00		
	SALARY FACTOR	0.99			0.97			0.97			0.98			0.87			1.07		
#2	AVERAGE SALARY	47238	54		37720	26		29705	11		29000	1					42399	91	
	HIGH SALARY	73661			48204			35251			29000						73661		
	LOW SALARY	33160			29079			24840			29000						24840		
	FAC MIX PCT	0.59			0.29			0.12			0.01						1.00		
	SALARY FACTOR	1.04			1.03			0.98			0.99						1.15		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION 0808

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44588	284	89	35546	248	95	28831	196	80	27114	35	30	23760	50	30	36397	778	111
	HIGH SALARY	63164			49968			37395			34370			39100			63164		
	LOW SALARY	29196			23814			19088			19008			13815			13815		
	FAC MIX PCT	0.37			0.32			0.25			0.04			0.06			1.00		
	SALARY FACTOR	0.98			0.97			0.95			0.92			1.01			0.98		
#1	AVERAGE SALARY	42023	122		34034	126		27249	104		27272	20		23597	30		33918	382	
	HIGH SALARY	57500			48491			37395			34370			39100			57500		
	LOW SALARY	29196			23814			20556			21504			18000			18000		
	FAC MIX PCT	0.32			0.33			0.27			0.05			0.08			1.00		
	SALARY FACTOR	0.93			0.93			0.90			0.93			1.00			0.92		
#2	AVERAGE SALARY	46519	162		37107	122		30619	92		26904	15		24005	20		38788	396	
	HIGH SALARY	63164			49968			37382			33192			31648			63164		
	LOW SALARY	29521			25272			19088			19008			13815			13815		
	FAC MIX PCT	0.41			0.31			0.23			0.04			0.05			1.00		
	SALARY FACTOR	1.03			1.01			1.01			0.92			1.02			1.05		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE 0826

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	45037	225	70	35635	153	61	29116	106	55	27404	24	21	26593	13	8	38264	497	75
HIGH SALARY	89652			52759			44150			36000			38473			89652		
LOW SALARY	29781			24813			20016			22095			19836			19836		
FAC MIX PCT	0.45			0.31			0.21			0.05			0.03			1.00		
SALARY FACTOR	0.99			0.97			0.96			0.93			1.13			1.04		
#1 AVERAGE SALARY	42393	114		33684	89		27814	55		26978	13		25142	9		35905	267	
HIGH SALARY	89652			49020			36000			36000			30383			89652		
LOW SALARY	30870			25939			20016			22095			19836			19836		
FAC MIX PCT	0.43			0.33			0.21			0.05			0.03			1.00		
SALARY FACTOR	0.93			0.92			0.91			0.92			1.06			0.97		
#2 AVERAGE SALARY	47751	111		38348	64		30520	51		27907	11		29857	4		41002	230	
HIGH SALARY	63402			52759			44150			33192			38473			63402		
LOW SALARY	29781			24813			22500			22500			20000			20000		
FAC MIX PCT	0.48			0.28			0.22			0.05			0.02			1.00		
SALARY FACTOR	1.05			1.05			1.00			0.95			1.26			1.11		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 0829

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	43099	303	59	36131	263	58	29302	248	56	27167	49	27	24696	63	31	35785	877	67
HIGH SALARY	72000			52895			46000			36408			38750			72000		
LOW SALARY	21156			23233			18900			18900			18000			18000		
FAC MIX PCT	0.35			0.30			0.28			0.06			0.07			1.00		
SALARY FACTOR	0.95			0.99			0.96			0.92			1.05			0.97		
#1 AVERAGE SALARY	41320	198		35061	179		28624	168		27048	36		25014	48		34514	593	
HIGH SALARY	72000			50242			46000			35353			38750			72000		
LOW SALARY	23004			25193			21150			22500			19000			19000		
FAC MIX PCT	0.33			0.30			0.28			0.06			0.08			1.00		
SALARY FACTOR	0.91			0.96			0.94			0.92			1.06			0.93		
#2 AVERAGE SALARY	46453	105		38410	84		30728	80		27496	13		23679	15		38441	284	
HIGH SALARY	65000			52895			45700			36408			35251			65000		
LOW SALARY	21156			23233			18900			18900			18000			18000		
FAC MIX PCT	0.37			0.30			0.28			0.05			0.05			1.00		
SALARY FACTOR	1.02			1.05			1.01			0.94			1.00			1.04		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 0830

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42364	92	34	35231	43	29	29169	52	27	27657	9	9	22762	26	13	35310	213	48
	HIGH SALARY	61963			45611			38336			32733			33000			61963		
	LOW SALARY	29202			26658			23500			23500			10000			10000		
	FAC MIX PCT	0.43			0.20			0.24			0.04			0.12			1.00		
	SALARY FACTOR	0.93			0.96			0.96			0.94			0.96			0.96		
#1	AVERAGE SALARY	39228	52		33191	25		28158	37		27043	5		22046	24		32178	138	
	HIGH SALARY	61963			38600			36970			30000			30000			61963		
	LOW SALARY	29202			26970			23500			23500			10000			10000		
	FAC MIX PCT	0.38			0.18			0.27			0.04			0.17			1.00		
	SALARY FACTOR	0.86			0.91			0.93			0.92			0.93			0.87		
#2	AVERAGE SALARY	46441	40		38064	18		31663	15		28424	4		31350	2		41072	75	
	HIGH SALARY	54689			45611			38336			32733			33000			54689		
	LOW SALARY	30737			26658			24548			24548			29700			24548		
	FAC MIX PCT	0.53			0.24			0.20			0.05			0.03			1.00		
	SALARY FACTOR	1.02			1.04			1.04			0.97			1.33			1.11		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 0835

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44259	691	187	35920	743	199	29940	908	215	26911	80	62	24298	531	151	33887	2873	237
	HIGH SALARY	67486			54641			45284			36408			45282			67486		
	LOW SALARY	26631			21296			16999			20000			10902			10902		
	FAC MIX PCT	0.24			0.26			0.32			0.03			0.18			1.00		
	SALARY FACTOR	0.98			0.98			0.98			0.92			1.03			0.92		
#1	AVERAGE SALARY	40661	366		33893	395		29036	525		26592	50		24476	392		31649	1678	
	HIGH SALARY	65340			48700			45284			33408			45282			65340		
	LOW SALARY	26631			23700			16999			20000			10902			10902		
	FAC MIX PCT	0.22			0.24			0.31			0.03			0.23			1.00		
	SALARY FACTOR	0.90			0.92			0.95			0.91			1.04			0.86		
#2	AVERAGE SALARY	48311	325		38221	348		31178	383		27442	30		23796	139		37029	1195	
	HIGH SALARY	67486			54641			44150			36408			41538			67486		
	LOW SALARY	29123			21296			17856			21276			14219			14219		
	FAC MIX PCT	0.27			0.29			0.32			0.03			0.12			1.00		
	SALARY FACTOR	1.06			1.04			1.02			0.93			1.01			1.00		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: VOCATIONAL AND TECHNICAL EDUCATION 0839

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42862	167	49	35560	147	49	29290	137	50	27960	16	13	24801	61	30	34982	512	66
	HIGH SALARY	60848			46961			39445			34740			33500			60848		
	LOW SALARY	29315			18322			18685			20335			18153			18153		
	FAC MIX PCT	0.33			0.29			0.27			0.03			0.12			1.00		
	SALARY FACTOR	0.94			0.97			0.96			0.95			1.05			0.95		
#1	AVERAGE SALARY	39794	87		33522	84		29010	96		27843	11		24578	39		32749	306	
	HIGH SALARY	56080			43660			39445			33783			33500			56080		
	LOW SALARY	29315			18322			19176			20828			18380			18322		
	FAC MIX PCT	0.28			0.27			0.31			0.04			0.13			1.00		
	SALARY FACTOR	0.88			0.91			0.95			0.95			1.04			0.89		
#2	AVERAGE SALARY	46199	80		38279	63		29943	41		28215	5		25196	22		38298	206	
	HIGH SALARY	60848			46961			37382			34740			30890			60848		
	LOW SALARY	30483			27104			18685			20335			18153			18153		
	FAC MIX PCT	0.39			0.31			0.20			0.02			0.11			1.00		
	SALARY FACTOR	1.02			1.04			0.98			0.96			1.07			1.04		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 0900

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	53998	884	64	43520	725	71	36847	614	71	36780	103	48	26418	51	27	45407	2274	77
	HIGH SALARY	105179			69900			51738			45500			44000			105179		
	LOW SALARY	10300			22880			17017			17017			11716			10300		
	FAC MIX PCT	0.39			0.32			0.27			0.05			0.02			1.00		
	SALARY FACTOR	1.19			1.19			1.21			1.25			1.12			1.23		
#1	AVERAGE SALARY	50351	379		42081	408		36186	400		36386	69		26033	41		42177	1228	
	HIGH SALARY	100000			69900			51738			43500			44000			100000		
	LOW SALARY	31365			22880			17017			17017			11716			11716		
	FAC MIX PCT	0.31			0.33			0.33			0.06			0.03			1.00		
	SALARY FACTOR	1.11			1.15			1.19			1.24			1.10			1.14		
#2	AVERAGE SALARY	56735	505		45373	317		38081	214		37579	34		27999	10		49200	1046	
	HIGH SALARY	105179			53900			49668			45500			33500			105179		
	LOW SALARY	10300			24266			28884			29000			20000			10300		
	FAC MIX PCT	0.48			0.30			0.20			0.03			0.01			1.00		
	SALARY FACTOR	1.25			1.24			1.25			1.28			1.19			1.33		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING TECHNOLOGIES 0925

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	44223	245	58	37285	372	74	31151	384	69	31648	38	27	25253	108	41	35522	1109	80
HIGH SALARY	63402			52759			44700			37500			37500			63402		
LOW SALARY	27730			23988			21436			21436			15000			15000		
FAC MIX PCT	0.22			0.34			0.35			0.03			0.10			1.00		
SALARY FACTOR	0.97			1.02			1.02			1.08			1.07			0.96		
#1 AVERAGE SALARY	41313	169		35534	232		30914	269		31636	29		25058	77		34097	747	
HIGH SALARY	61926			52715			44700			37500			37500			61926		
LOW SALARY	28556			23988			21436			21436			15000			15000		
FAC MIX PCT	0.23			0.31			0.36			0.04			0.10			1.00		
SALARY FACTOR	0.91			0.97			1.02			1.08			1.06			0.92		
#2 AVERAGE SALARY	50694	76		40188	140		31705	115		31688	9		25737	31		38461	362	
HIGH SALARY	63402			52759			44150			36000			34187			63402		
LOW SALARY	27730			26575			21480			26000			18000			18000		
FAC MIX PCT	0.21			0.39			0.32			0.02			0.09			1.00		
SALARY FACTOR	1.12			1.10			1.04			1.08			1.09			1.04		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 1000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	42078	296	67	34032	341	73	27250	336	79	25649	39	26	23592	74	34	33392	1047	87
HIGH SALARY	75000			52759			44150			33500			32940			75000		
LOW SALARY	10000			23850			20000			20000			16000			10000		
FAC MIX PCT	0.28			0.33			0.32			0.04			0.07			1.00		
SALARY FACTOR	0.93			0.93			0.90			0.87			1.00			0.90		
#1 AVERAGE SALARY	40757	169		33134	234		26616	237		25277	30		23297	61		31912	701	
HIGH SALARY	75000			50500			39710			33500			32940			75000		
LOW SALARY	10000			23850			20000			20000			16000			10000		
FAC MIX PCT	0.24			0.33			0.34			0.04			0.09			1.00		
SALARY FACTOR	0.90			0.90			0.87			0.86			0.99			0.86		
#2 AVERAGE SALARY	43834	127		35998	107		28769	99		26891	9		24978	13		36391	346	
HIGH SALARY	63402			52759			44150			31431			32483			63402		
LOW SALARY	31025			24864			20943			21433			18261			18261		
FAC MIX PCT	0.37			0.31			0.29			0.03			0.04			1.00		
SALARY FACTOR	0.97			0.98			0.95			0.92			1.06			0.98		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS 1002

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42754	741	154	33746	620	162	28006	431	146	26519	78	58	23534	58	43	35696	1850	187
	HIGH SALARY	64850			52759			55000			36408			64706			64850		
	LOW SALARY	25900			13203			18041			18041			13995			13203		
	FAC MIX PCT	0.40			0.34			0.23			0.04			0.03			1.00		
	SALARY FACTOR	0.94			0.92			0.92			0.90			1.00			0.97		
#1	AVERAGE SALARY	39376	387		32192	396		26850	269		25220	50		22201	46		32996	1098	
	HIGH SALARY	64850			46160			38393			32250			30306			64850		
	LOW SALARY	25900			13203			18041			18041			13995			13203		
	FAC MIX PCT	0.35			0.36			0.24			0.05			0.04			1.00		
	SALARY FACTOR	0.87			0.88			0.88			0.86			0.94			0.89		
#2	AVERAGE SALARY	46448	354		36493	224		29926	162		28837	28		28642	12		39639	752	
	HIGH SALARY	63402			52759			55000			36408			64706			64706		
	LOW SALARY	28625			23238			19000			19000			18000			18000		
	FAC MIX PCT	0.47			0.30			0.22			0.04			0.02			1.00		
	SALARY FACTOR	1.02			1.00			0.98			0.98			1.21			1.07		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC 1005

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	43415	1141	196	36437	1015	194	31623	915	186	27632	147	83	23887	244	89	36586	3315	220
	HIGH SALARY	89000			57400			46066			43000			55944			89000		
	LOW SALARY	10300			21349			10925			18000			15750			10300		
	FAC MIX PCT	0.34			0.31			0.28			0.04			0.07			1.00		
	SALARY FACTOR	0.96			0.99			1.04			0.94			1.01			0.99		
#1	AVERAGE SALARY	40453	563		32809	591		27046	544		26595	76		23400	170		32578	1868	
	HIGH SALARY	78952			57400			41825			37400			36780			78952		
	LOW SALARY	23685			22500			18700			21500			15750			15750		
	FAC MIX PCT	0.30			0.32			0.29			0.04			0.09			1.00		
	SALARY FACTOR	0.89			0.89			0.89			0.91			0.99			0.88		
#2	AVERAGE SALARY	46300	578		41495	424		38335	371		28742	71		25004	74		41760	1447	
	HIGH SALARY	89000			54969			46066			43000			55944			89000		
	LOW SALARY	10300			21349			10925			18000			16000			10300		
	FAC MIX PCT	0.40			0.29			0.26			0.05			0.05			1.00		
	SALARY FACTOR	1.02			1.13			1.26			0.98			1.06			1.13		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS 1007

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44150	276	111	33946	285	116	27192	299	125	25711	64	46	21962	42	34	34271	902	153
	HIGH SALARY	67785			52759			44150			36408			43200			67785		
	LOW SALARY	25492			21364			18000			18000			14004			14004		
	FAC MIX PCT	0.31			0.32			0.33			0.07			0.05			1.00		
	SALARY FACTOR	0.97			0.93			0.89			0.88			0.93			0.93		
#1	AVERAGE SALARY	41334	126		32788	158		26472	180		25100	41		21528	27		32046	491	
	HIGH SALARY	67785			47045			41292			35800			43200			67785		
	LOW SALARY	25492			21364			18000			18000			14004			14004		
	FAC MIX PCT	0.26			0.32			0.37			0.08			0.05			1.00		
	SALARY FACTOR	0.91			0.89			0.87			0.85			0.91			0.87		
#2	AVERAGE SALARY	46517	150		35387	127		28281	119		26801	23		22741	15		36929	411	
	HIGH SALARY	63402			52759			44150			36408			28000			63402		
	LOW SALARY	26376			25902			18171			22000			17706			17706		
	FAC MIX PCT	0.36			0.31			0.29			0.06			0.04			1.00		
	SALARY FACTOR	1.03			0.97			0.93			0.91			0.96			1.00		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 1100

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44525	631	181	35057	622	194	28098	553	191	26274	94	68	22871	163	80	35128	1969	232
	HIGH SALARY	78580			52759			44150			38136			52308			78580		
	LOW SALARY	25000			17670			13709			20000			16002			13709		
	FAC MIX PCT	0.32			0.32			0.28			0.05			0.08			1.00		
	SALARY FACTOR	0.98			0.96			0.92			0.89			0.97			0.95		
#1	AVERAGE SALARY	41550	300		33406	358		27369	327		26006	54		21761	116		32605	1101	
	HIGH SALARY	78580			51768			38908			35625			31400			78580		
	LOW SALARY	26440			17670			17573			20000			16002			16002		
	FAC MIX PCT	0.27			0.33			0.30			0.05			0.11			1.00		
	SALARY FACTOR	0.92			0.91			0.90			0.89			0.92			0.88		
#2	AVERAGE SALARY	47220	331		37297	264		29153	226		26636	40		25611	47		38328	868	
	HIGH SALARY	75869			52759			44150			38136			52308			75869		
	LOW SALARY	25000			23564			13709			21600			18000			13709		
	FAC MIX PCT	0.38			0.30			0.26			0.05			0.05			1.00		
	SALARY FACTOR	1.04			1.02			0.96			0.91			1.08			1.04		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING 1203

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	45492	209	92	35227	623	152	29465	1323	165	27317	158	89	24399	432	104	31301	2587	173
	HIGH SALARY	72517			52759			52025			39000			39755			72517		
	LOW SALARY	24688			21000			16822			18769			10000			10000		
	FAC MIX PCT	0.08			0.24			0.51			0.06			0.17			1.00		
	SALARY FACTOR	1.00			0.96			0.97			0.93			1.03			0.85		
#1	AVERAGE SALARY	41966	102		33824	377		28621	945		26575	118		24097	360		29570	1784	
	HIGH SALARY	60600			52275			52025			38000			39755			60600		
	LOW SALARY	27907			21000			16822			18769			10000			10000		
	FAC MIX PCT	0.06			0.21			0.53			0.07			0.20			1.00		
	SALARY FACTOR	0.92			0.92			0.94			0.90			1.02			0.80		
#2	AVERAGE SALARY	48854	107		37378	246		31576	378		29506	40		25909	72		35147	803	
	HIGH SALARY	72517			52759			44150			39000			30964			72517		
	LOW SALARY	24688			25191			21294			22110			19911			19911		
	FAC MIX PCT	0.13			0.31			0.47			0.05			0.09			1.00		
	SALARY FACTOR	1.08			1.02			1.04			1.00			1.10			0.95		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY 1220

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44734	161	60	36092	151	63	28301	152	64	26991	23	19	23322	42	25	35441	506	82
	HIGH SALARY	67023			49781			36666			34000			30820			67023		
	LOW SALARY	31880			24720			20000			20000			17613			17613		
	FAC MIX PCT	0.32			0.30			0.30			0.05			0.08			1.00		
	SALARY FACTOR	0.99			0.98			0.93			0.92			0.99			0.96		
#1	AVERAGE SALARY	42234	91		34320	78		27593	94		25769	12		22758	27		33546	290	
	HIGH SALARY	67023			48923			36395			31078			27500			67023		
	LOW SALARY	31880			24720			20000			20000			17613			17613		
	FAC MIX PCT	0.31			0.27			0.32			0.04			0.09			1.00		
	SALARY FACTOR	0.93			0.94			0.91			0.88			0.96			0.91		
#2	AVERAGE SALARY	47984	70		37985	73		29447	58		28323	11		24338	15		37985	216	
	HIGH SALARY	64243			49781			36666			34000			30820			64243		
	LOW SALARY	32976			29700			22828			24200			19111			19111		
	FAC MIX PCT	0.32			0.34			0.27			0.05			0.07			1.00		
	SALARY FACTOR	1.06			1.04			0.97			0.96			1.03			1.03		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

1300

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44218	192	72	34985	262	89	29094	335	93	27129	37	25	22594	128	59	33036	917	110
	HIGH SALARY	76476			58080			46591			35800			31736			76476		
	LOW SALARY	29259			24031			20980			19500			15228			15228		
	FAC MIX PCT	0.21			0.29			0.37			0.04			0.14			1.00		
	SALARY FACTOR	0.97			0.95			0.96			0.92			0.96			0.89		
#1	AVERAGE SALARY	42279	118		34225	177		28635	241		27263	25		22509	95		31832	631	
	HIGH SALARY	76476			58080			46591			35800			31736			76476		
	LOW SALARY	29577			24031			20980			19500			15870			15870		
	FAC MIX PCT	0.19			0.28			0.38			0.04			0.15			1.00		
	SALARY FACTOR	0.93			0.93			0.94			0.93			0.95			0.86		
#2	AVERAGE SALARY	47309	74		36568	85		30271	94		26850	12		22840	33		35693	286	
	HIGH SALARY	59231			49493			41321			30000			30344			59231		
	LOW SALARY	29259			27072			23787			24000			15228			15228		
	FAC MIX PCT	0.26			0.30			0.33			0.04			0.12			1.00		
	SALARY FACTOR	1.04			1.00			0.99			0.91			0.97			0.97		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

1500

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	43373	1965	255	34648	1612	253	27692	1572	259	25511	271	141	20840	680	151	34102	5829	268
	HIGH SALARY	78580			59390			44150			37323			66500			78580		
	LOW SALARY	15440			12691			11270			17469			10140			10140		
	FAC MIX PCT	0.34			0.28			0.27			0.05			0.12			1.00		
	SALARY FACTOR	0.96			0.94			0.91			0.87			0.88			0.92		
#1	AVERAGE SALARY	40467	1092		33003	974		26718	1045		25204	184		20656	530		31640	3641	
	HIGH SALARY	78580			59390			40381			37323			34846			78580		
	LOW SALARY	15440			12691			11270			17469			10140			10140		
	FAC MIX PCT	0.30			0.27			0.29			0.05			0.15			1.00		
	SALARY FACTOR	0.89			0.90			0.88			0.86			0.87			0.86		
#2	AVERAGE SALARY	47009	873		37159	638		29623	527		26162	87		21489	150		38199	2188	
	HIGH SALARY	70481			52759			44150			36408			66500			70481		
	LOW SALARY	28035			22856			20234			20855			13500			13500		
	FAC MIX PCT	0.40			0.29			0.24			0.04			0.07			1.00		
	SALARY FACTOR	1.04			1.01			0.97			0.89			0.91			1.03		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION 1509

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44808	433	144	35138	317	128	28521	223	115	27144	39	32	22365	21	17	37596	994	182
	HIGH SALARY	77040			55535			44150			37317			29470			77040		
	LOW SALARY	28620			18667			20000			20000			18000			18000		
	FAC MIX PCT	0.44			0.32			0.22			0.04			0.02			1.00		
	SALARY FACTOR	0.99			0.96			0.94			0.92			0.95			1.02		
#1	AVERAGE SALARY	42157	210		33812	191		27701	131		25766	21		22423	14		35263	546	
	HIGH SALARY	77040			49322			38750			33000			29470			77040		
	LOW SALARY	28620			18667			20000			20000			18000			18000		
	FAC MIX PCT	0.38			0.35			0.24			0.04			0.03			1.00		
	SALARY FACTOR	0.93			0.92			0.91			0.88			0.95			0.95		
#2	AVERAGE SALARY	47305	223		37148	126		29690	92		28751	18		22249	7		40439	448	
	HIGH SALARY	63402			55535			44150			37317			27999			63402		
	LOW SALARY	29159			26600			21525			23922			18500			18500		
	FAC MIX PCT	0.50			0.28			0.21			0.04			0.02			1.00		
	SALARY FACTOR	1.04			1.01			0.98			0.98			0.94			1.09		

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 1600

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	45146	66	30	34751	97	45	28316	172	45	25982	15	11	21406	69	25	31430	404	58
	HIGH SALARY	65983			56500			44150			37000			33110			65983		
	LOW SALARY	28769			20516			15133			17350			13159			13159		
	FAC MIX PCT	0.16			0.24			0.43			0.04			0.17			1.00		
	SALARY FACTOR	0.99			0.95			0.93			0.88			0.91			0.85		
#1	AVERAGE SALARY	43632	39		33156	48		25836	101		25111	12		20474	45		29287	233	
	HIGH SALARY	56277			56500			37700			37000			33110			56500		
	LOW SALARY	28769			20516			15133			17350			13159			13159		
	FAC MIX PCT	0.17			0.21			0.43			0.05			0.19			1.00		
	SALARY FACTOR	0.96			0.90			0.85			0.85			0.87			0.79		
#2	AVERAGE SALARY	47331	27		36313	49		31844	71		29470	3		23154	24		34350	171	
	HIGH SALARY	65983			47579			44150			31410			31837			65983		
	LOW SALARY	33228			21628			21239			26000			19432			19432		
	FAC MIX PCT	0.16			0.29			0.42			0.02			0.14			1.00		
	SALARY FACTOR	1.04			0.99			1.05			1.00			0.98			0.93		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

1700

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	45813	1358	240	36686	1258	242	30367	1254	244	29795	191	117	22031	468	165	36135	4338	268
	HIGH SALARY	93254			55220			58985			44200			48000			93254		
	LOW SALARY	26500			21000			16833			19500			14000			14000		
	FAC MIX PCT	0.31			0.29			0.29			0.04			0.11			1.00		
	SALARY FACTOR	1.01			1.00			1.00			1.01			0.93			0.98		
#1	AVERAGE SALARY	43305	712		35304	757		29744	848		29316	124		21674	365		33815	2682	
	HIGH SALARY	90818			54900			50300			44200			43500			90818		
	LOW SALARY	27000			21133			18000			19500			14000			14000		
	FAC MIX PCT	0.27			0.28			0.32			0.05			0.14			1.00		
	SALARY FACTOR	0.95			0.96			0.98			1.00			0.92			0.91		
#2	AVERAGE SALARY	48576	646		38773	501		31667	406		30682	67		23296	103		39892	1656	
	HIGH SALARY	93254			55220			58985			39640			48000			93254		
	LOW SALARY	26500			21000			16833			21000			15000			15000		
	FAC MIX PCT	0.39			0.30			0.25			0.04			0.06			1.00		
	SALARY FACTOR	1.07			1.06			1.04			1.04			0.99			1.08		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE

1900

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44402	268	63	34916	181	59	29321	152	57	27332	26	19	22810	22	17	37204	623	77
	HIGH SALARY	74268			52759			46600			38000			38473			74268		
	LOW SALARY	28084			20457			18340			22000			14727			14727		
	FAC MIX PCT	0.43			0.29			0.24			0.04			0.04			1.00		
	SALARY FACTOR	0.98			0.95			0.96			0.93			0.97			1.01		
#1	AVERAGE SALARY	42218	155		33953	118		29075	104		27104	17		20636	16		35379	393	
	HIGH SALARY	74268			46665			46600			30006			28135			74268		
	LOW SALARY	28084			20457			18340			22005			14727			14727		
	FAC MIX PCT	0.39			0.30			0.26			0.04			0.04			1.00		
	SALARY FACTOR	0.93			0.93			0.96			0.92			0.87			0.96		
#2	AVERAGE SALARY	47397	113		36720	63		29854	48		27762	9		28606	6		40321	230	
	HIGH SALARY	69978			52759			40567			38000			38473			69978		
	LOW SALARY	29905			24759			22000			22000			20550			20550		
	FAC MIX PCT	0.49			0.27			0.21			0.04			0.03			1.00		
	SALARY FACTOR	1.04			1.00			0.98			0.94			1.21			1.09		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS 1902

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46294	733	193	37437	407	156	30879	298	142	29792	68	58	22863	35	30	40171	1473	216
HIGH SALARY	80000			57140			45500			39096			30501			80000		
LOW SALARY	27460			18162			10925			20335			14772			10925		
FAC MIX PCT	0.50			0.28			0.20			0.05			0.02			1.00		
SALARY FACTOR	1.02			1.02			1.01			1.01			0.97			1.09		
#1 AVERAGE SALARY	43182	358		35553	247		30350	168		29858	36		22690	32		37348	805	
HIGH SALARY	80000			57140			40400			39096			30501			80000		
LOW SALARY	27460			18162			17950			23000			14772			14772		
FAC MIX PCT	0.44			0.31			0.21			0.04			0.04			1.00		
SALARY FACTOR	0.95			0.97			1.00			1.02			0.96			1.01		
#2 AVERAGE SALARY	49266	375		40347	160		31563	130		29718	32		24712	3		43574	668	
HIGH SALARY	74579			54352			45500			38000			26681			74579		
LOW SALARY	29709			26227			10925			20335			20905			10925		
FAC MIX PCT	0.56			0.24			0.19			0.05						1.00		
SALARY FACTOR	1.09			1.10			1.04			1.01			1.05			1.18		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 1905

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	45678	1106	220	36019	488	183	29434	410	173	28558	68	57	22017	48	36	39582	2052	235
HIGH SALARY	105179			53516			44150			42000			33611			105179		
LOW SALARY	18977			20457			19395			21600			15450			15450		
FAC MIX PCT	0.54			0.24			0.20			0.03			0.02			1.00		
SALARY FACTOR	1.01			0.98			0.97			0.97			0.93			1.07		
#1 AVERAGE SALARY	42716	604		34320	304		28321	272		28171	45		21774	42		36703	1222	
HIGH SALARY	94380			49400			40759			37000			29300			94380		
LOW SALARY	18977			20457			20880			21600			16250			16250		
FAC MIX PCT	0.49			0.25			0.22			0.04			0.03			1.00		
SALARY FACTOR	0.94			0.94			0.93			0.96			0.92			0.99		
#2 AVERAGE SALARY	49243	502		38827	184		31630	138		29315	23		23716	6		43821	830	
HIGH SALARY	105179			53516			44150			42000			33611			105179		
LOW SALARY	28303			22192			19395			24000			15450			15450		
FAC MIX PCT	0.60			0.22			0.17			0.03			0.01			1.00		
SALARY FACTOR	1.09			1.06			1.04			1.00			1.00			1.19		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES

1914

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	45277	358	116	35931	235	98	29583	149	79	27226	25	23	23221	19	15	38767	761	137
HIGH SALARY	69978			51554			48024			32500			28847			69978		
LOW SALARY	29581			24492			20956			22500			16320			16320		
FAC MIX PCT	0.47			0.31			0.20			0.03			0.02			1.00		
SALARY FACTOR	1.00			0.98			0.97			0.93			0.98			1.05		
#1 AVERAGE SALARY	43134	200		34924	145		29198	98		27337	14		23432	18		36819	461	
HIGH SALARY	67860			51554			48024			31500			28847			67860		
LOW SALARY	29581			24492			20956			22500			16320			16320		
FAC MIX PCT	0.43			0.31			0.21			0.03			0.04			1.00		
SALARY FACTOR	0.95			0.95			0.96			0.93			0.99			1.00		
#2 AVERAGE SALARY	47990	158		37552	90		30323	51		27085	11		19432	1		41760	300	
HIGH SALARY	69978			49968			37382			32500			19432			69978		
LOW SALARY	31878			25979			22500			22500			19432			19432		
FAC MIX PCT	0.53			0.30			0.17			0.04						1.00		
SALARY FACTOR	1.06			1.02			1.00			0.92			0.82			1.13		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

2000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	44640	1343	234	35544	940	231	28776	680	215	26978	137	93	23317	69	52	37777	3032	259
HIGH SALARY	99318			57134			69015			39600			33600			99318		
LOW SALARY	16048			19267			19750			21000			15000			15000		
FAC MIX PCT	0.44			0.31			0.22			0.05			0.02			1.00		
SALARY FACTOR	0.98			0.97			0.95			0.92			0.99			1.02		
#1 AVERAGE SALARY	42046	712		34047	576		27901	440		27145	89		22968	58		35362	1786	
HIGH SALARY	96000			57134			46725			39600			31375			96000		
LOW SALARY	16048			21750			19750			22000			15000			15000		
FAC MIX PCT	0.40			0.32			0.25			0.05			0.03			1.00		
SALARY FACTOR	0.93			0.93			0.92			0.92			0.97			0.96		
#2 AVERAGE SALARY	47568	631		37912	364		30380	240		26668	48		25157	11		41238	1246	
HIGH SALARY	99318			56000			69015			33192			33600			99318		
LOW SALARY	29808			19267			21000			21000			20000			19267		
FAC MIX PCT	0.51			0.29			0.19			0.04			0.01			1.00		
SALARY FACTOR	1.05			1.03			1.00			0.91			1.07			1.12		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PUBLIC AFFAIRS & SERVICES 2100

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	43600	107	48	35300	129	49	28909	158	63	28747	22	18	22208	26	17	34200	420	73
HIGH SALARY	60000			51450			41016			36000			28920			60000		
LOW SALARY	24175			26000			20000			20750			16237			16237		
FAC MIX PCT	0.25			0.31			0.38			0.05			0.06			1.00		
SALARY FACTOR	0.96			0.96			0.95			0.98			0.94			0.93		
#1 AVERAGE SALARY	40071	48		34261	80		28732	119		27939	15		22088	24		31783	271	
HIGH SALARY	58569			51450			41016			36000			28920			58569		
LOW SALARY	29575			26000			20000			20750			16237			16237		
FAC MIX PCT	0.18			0.30			0.44			0.06			0.09			1.00		
SALARY FACTOR	0.88			0.93			0.94			0.95			0.94			0.86		
#2 AVERAGE SALARY	46471	59		36998	49		29450	39		30479	7		23647	2		38594	149	
HIGH SALARY	60000			47200			37014			35164			24245			60000		
LOW SALARY	24175			28249			23558			25000			23048			23048		
FAC MIX PCT	0.40			0.33			0.26			0.05			0.01			1.00		
SALARY FACTOR	1.02			1.01			0.97			1.04			1.00			1.04		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES 2200

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	44984	471	98	35093	416	101	28977	387	103	27505	64	36	23178	64	35	36236	1338	118
HIGH SALARY	131888			62837			44150			37323			37710			131888		
LOW SALARY	27431			20975			18042			19503			15465			15465		
FAC MIX PCT	0.35			0.31			0.29			0.05			0.05			1.00		
SALARY FACTOR	0.99			0.96			0.95			0.94			0.98			0.98		
#1 AVERAGE SALARY	42377	260		33574	246		28320	249		26908	40		22923	46		34186	801	
HIGH SALARY	131888			52900			43236			37323			37710			131888		
LOW SALARY	27814			20975			18042			19503			15465			15465		
FAC MIX PCT	0.32			0.31			0.31			0.05			0.06			1.00		
SALARY FACTOR	0.93			0.92			0.93			0.92			0.97			0.92		
#2 AVERAGE SALARY	46197	211		37291	170		30164	138		28500	24		23827	18		39293	537	
HIGH SALARY	89000			62837			44150			36408			33000			89000		
LOW SALARY	27431			24029			22000			22000			19500			19500		
FAC MIX PCT	0.39			0.32			0.26			0.04			0.03			1.00		
SALARY FACTOR	1.06			1.02			0.99			0.97			1.01			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

2202

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44869	220	71	34341	142	72	28534	102	54	25776	15	13	26365	7	7	37882	471	96
	HIGH SALARY	60124			52759			41126			38136			41082			60124		
	LOW SALARY	29628			24207			20016			22000			22000			20016		
	FAC MIX PCT	0.47			0.30			0.22			0.03			0.01			1.00		
	SALARY FACTOR	0.99			0.94			0.94			0.88			1.12			1.02		
#1	AVERAGE SALARY	41299	92		32819	82		27570	54		24318	6		32744	2		34978	230	
	HIGH SALARY	57430			48293			41126			27000			41082			57430		
	LOW SALARY	29628			24207			20016			22000			24406			20016		
	FAC MIX PCT	0.40			0.36			0.23			0.03			0.01			1.00		
	SALARY FACTOR	0.91			0.90			0.91			0.83			1.39			0.95		
#2	AVERAGE SALARY	47436	128		36421	60		29619	48		26748	9		23813	5		40655	241	
	HIGH SALARY	60124			52759			39740			38136			26376			60124		
	LOW SALARY	32517			24696			22900			22900			22000			22000		
	FAC MIX PCT	0.53			0.25			0.20			0.04			0.02			1.00		
	SALARY FACTOR	1.05			0.99			0.97			0.91			1.01			1.10		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

2205

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44429	1414	229	35207	626	191	27732	404	163	25772	99	69	22798	56	42	38937	2500	238
	HIGH SALARY	85600			52759			44150			33192			38473			85600		
	LOW SALARY	25288			22566			19543			20000			16008			16008		
	FAC MIX PCT	0.57			0.25			0.16			0.04			0.02			1.00		
	SALARY FACTOR	0.98			0.96			0.91			0.88			0.97			1.05		
#1	AVERAGE SALARY	41797	797		33585	410		26772	242		25091	60		21908	42		36540	1491	
	HIGH SALARY	85600			50805			37558			33080			28678			85600		
	LOW SALARY	25288			22566			19543			21000			16008			16008		
	FAC MIX PCT	0.53			0.27			0.16			0.04			0.03			1.00		
	SALARY FACTOR	0.92			0.92			0.88			0.85			0.93			0.99		
#2	AVERAGE SALARY	47829	617		38286	216		29166	162		26819	39		25469	14		42479	1009	
	HIGH SALARY	84496			52759			44150			33192			38473			84496		
	LOW SALARY	29825			24615			20000			20000			19000			19000		
	FAC MIX PCT	0.61			0.21			0.16			0.04			0.01			1.00		
	SALARY FACTOR	1.05			1.04			0.96			0.91			1.08			1.15		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 2206

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44798	333	104	35278	217	103	29080	179	86	27645	29	25	22905	29	23	37523	758	134
	HIGH SALARY	70075			46667			38756			36408			31007			70075		
	LOW SALARY	29700			24359			22005			22005			17000			17000		
	FAC MIX PCT	0.44			0.29			0.24			0.04			0.04			1.00		
	SALARY FACTOR	0.99			0.96			0.96			0.94			0.97			1.02		
#1	AVERAGE SALARY	42295	148		34517	132		28245	101		27309	15		22964	22		35171	403	
	HIGH SALARY	70075			46667			38756			30573			28626			70075		
	LOW SALARY	29700			24359			22005			22005			17000			17000		
	FAC MIX PCT	0.37			0.33			0.25			0.04			0.05			1.00		
	SALARY FACTOR	0.93			0.94			0.93			0.93			0.97			0.95		
#2	AVERAGE SALARY	46800	185		36459	85		30160	78		28005	14		22720	7		40192	355	
	HIGH SALARY	64111			45611			38136			36408			31007			64111		
	LOW SALARY	29746			25000			23000			23004			19068			19068		
	FAC MIX PCT	0.52			0.24			0.22			0.04			0.02			1.00		
	SALARY FACTOR	1.03			0.99			0.99			0.95			0.96			1.09		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE 2207

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44580	674	193	35016	436	166	28195	358	156	26125	78	65	23191	49	37	37273	1517	218
	HIGH SALARY	81351			52759			41000			41000			31000			81351		
	LOW SALARY	22369			23000			20000			20000			15003			15003		
	FAC MIX PCT	0.44			0.29			0.24			0.05			0.03			1.00		
	SALARY FACTOR	0.98			0.96			0.93			0.89			0.98			1.01		
#1	AVERAGE SALARY	41764	352		33953	285		27864	253		25806	50		22886	38		34807	928	
	HIGH SALARY	81351			49091			41000			41000			31000			81351		
	LOW SALARY	22369			23000			20000			20000			15003			15003		
	FAC MIX PCT	0.38			0.31			0.27			0.05			0.04			1.00		
	SALARY FACTOR	0.92			0.93			0.92			0.88			0.97			0.94		
#2	AVERAGE SALARY	47659	322		37023	151		28945	105		26693	28		24246	11		41159	589	
	HIGH SALARY	70174			52759			40466			34000			26000			70174		
	LOW SALARY	28674			26100			20124			22000			22990			20124		
	FAC MIX PCT	0.55			0.26			0.18			0.05			0.02			1.00		
	SALARY FACTOR	1.05			1.01			0.95			0.91			1.03			1.11		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 2208

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44689	647	164	35638	604	180	28165	413	160	26107	86	64	23012	58	45	36821	1722	212
	HIGH SALARY	76704			59458			49073			38136			32326			76704		
	LOW SALARY	21358			24000			19500			20000			17000			17000		
	FAC MIX PCT	0.38			0.35			0.24			0.05			0.03			1.00		
	SALARY FACTOR	0.98			0.97			0.93			0.89			0.97			1.00		
#1	AVERAGE SALARY	41920	316		34236	352		27406	273		26013	64		22799	43		34308	984	
	HIGH SALARY	76704			54200			37300			33000			30820			76704		
	LOW SALARY	30144			24149			19500			20000			17000			17000		
	FAC MIX PCT	0.32			0.36			0.28			0.07			0.04			1.00		
	SALARY FACTOR	0.92			0.93			0.90			0.89			0.97			0.93		
#2	AVERAGE SALARY	47334	331		37597	252		29646	140		26381	22		23622	15		40171	738	
	HIGH SALARY	65506			59458			49073			38136			32326			65506		
	LOW SALARY	21358			24000			21000			21000			17595			17595		
	FAC MIX PCT	0.45			0.34			0.19			0.03			0.02			1.00		
	SALARY FACTOR	1.04			1.03			0.97			0.90			1.00			1.09		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES 4900

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	45055	117	34	36588	127	29	28185	131	25	26136	19	8	24908	34	7	35347	409	45
	HIGH SALARY	116458			62410			45000			42000			34740			116458		
	LOW SALARY	27560			26340			14999			14999			11214			11214		
	FAC MIX PCT	0.29			0.31			0.32			0.05			0.08			1.00		
	SALARY FACTOR	0.99			1.00			0.93			0.89			1.05			0.96		
#1	AVERAGE SALARY	41931	48		34227	76		27184	100		26305	16		23617	28		31720	252	
	HIGH SALARY	116458			62410			45000			42000			29790			116458		
	LOW SALARY	32000			26340			14999			14999			11214			11214		
	FAC MIX PCT	0.19			0.30			0.40			0.06			0.11			1.00		
	SALARY FACTOR	0.92			0.93			0.89			0.90			1.00			0.86		
#2	AVERAGE SALARY	47228	69		40105	51		31414	31		25232	3		30934	6		41169	157	
	HIGH SALARY	68535			52759			44150			27697			34740			68535		
	LOW SALARY	27560			29721			24000			24000			23191			23191		
	FAC MIX PCT	0.44			0.32			0.20			0.02			0.04			1.00		
	SALARY FACTOR	1.04			1.09			1.03			0.86			1.31			1.11		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: HEALTH SERVICES TECHNOLOGIES 5200

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	45439	87	37	35915	152	47	28406	219	55	27520	23	16	24225	75	33	32739	533	65
	HIGH SALARY	61465			48204			42412			33500			39200			61465		
	LOW SALARY	29460			22835			20252			22779			16800			16800		
	FAC MIX PCT	0.16			0.29			0.41			0.04			0.14			1.00		
	SALARY FACTOR	1.00			0.98			0.93			0.94			1.03			0.89		
#1	AVERAGE SALARY	41600	44		33874	90		27684	162		26799	17		23608	60		30281	356	
	HIGH SALARY	59500			47983			42412			32400			39200			59500		
	LOW SALARY	29460			22835			20252			22779			16800			16800		
	FAC MIX PCT	0.12			0.25			0.46			0.05			0.17			1.00		
	SALARY FACTOR	0.92			0.92			0.91			0.91			1.00			0.82		
#2	AVERAGE SALARY	49368	43		38878	62		30458	57		29563	6		26697	15		37682	177	
	HIGH SALARY	61465			48204			37063			33500			30768			61465		
	LOW SALARY	39259			28165			22611			26681			18591			18591		
	FAC MIX PCT	0.24			0.35			0.32			0.03			0.08			1.00		
	SALARY FACTOR	1.09			1.06			1.00			1.01			1.13			1.02		

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: OCCUPATIONAL THERAPY TECHNOLOGY 5216

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	44368	8	4	34733	19	6	30729	26	6	34500	1	1	25387	9	3	32940	62	7
	HIGH SALARY	53497			40566			43518			34500			27000			53497		
	LOW SALARY	31514			29740			20312			34500			24000			20312		
	FAC MIX PCT	0.13			0.31			0.42			0.02			0.15			1.00		
	SALARY FACTOR	0.98			0.95			1.01			1.17			1.08			0.89		
#1	AVERAGE SALARY	44346	5		33412	7		30351	13					25310	8		31898	33	
	HIGH SALARY	53497			40566			43518						27000			53497		
	LOW SALARY	31514			29740			26460						24000			24000		
	FAC MIX PCT	0.15			0.21			0.39						0.24			1.00		
	SALARY FACTOR	0.98			0.91			1.00						1.07			0.86		
#2	AVERAGE SALARY	44406	3		35504	12		31107	13		34500	1		26000	1		34126	29	
	HIGH SALARY	48736			39289			39196			34500			26000			48736		
	LOW SALARY	36354			33282			20312			34500			26000			20312		
	FAC MIX PCT	0.10			0.41			0.45			0.03			0.03			1.00		
	SALARY FACTOR	0.98			0.97			1.02			1.17			1.10			0.92		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: PHYSICAL THERAPY TECHNOLOGY 5219

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	47144	8	6	38287	35	13	30662	65	15	30368	15	8	28122	9	3	33874	117	18
HIGH SALARY	60000			48204			43567			41500			34500			60000		
LOW SALARY	31576			30886			22880			23000			25300			22880		
FAC MIX PCT	0.07			0.30			0.56			0.13			0.08			1.00		
SALARY FACTOR	1.04			1.04			1.01			1.03			1.19			0.92		
#1 AVERAGE SALARY	46655	4		37697	24		29916	52		29235	12		27043	7		32600	87	
HIGH SALARY	55300			45587			43567			41500			28665			55300		
LOW SALARY	39856			32257			22880			23000			25300			22880		
FAC MIX PCT	0.05			0.28			0.60			0.14			0.08			1.00		
SALARY FACTOR	1.03			1.03			0.98			1.00			1.15			0.88		
#2 AVERAGE SALARY	47632	4		39576	11		33648	13		34900	3		31900	2		37570	30	
HIGH SALARY	60000			48204			39600			36408			34500			60000		
LOW SALARY	31576			30886			25873			33921			29400			25873		
FAC MIX PCT	0.13			0.37			0.43			0.10			0.07			1.00		
SALARY FACTOR	1.05			1.08			1.11			1.19			1.35			1.02		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	45375	25784		36665	21441		30427	20460		29379	3384		23610	5727		36967	73412	
HIGH SALARY	131888			69900			69015			56000			66500			131888		
LOW SALARY	10000			12691			10925			14999			10000			10000		
FAC MIX PCT	0.35			0.29			0.28			0.05			0.08			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		
#1 AVERAGE SALARY	42779	13831		35322	13117		29734	13388		29317	2191		23346	4367		34785	44703	
HIGH SALARY	131888			69900			56200			56000			47499			131888		
LOW SALARY	10000			12691			11270			14999			10000			10000		
FAC MIX PCT	0.31			0.29			0.30			0.05			0.10			1.00		
SALARY FACTOR	0.94			0.96			0.98			1.00			0.99			0.94		
#2 AVERAGE SALARY	48378	11953		38782	8324		31740	7072		29494	1193		24457	1360		40364	28709	
HIGH SALARY	105179			65135			69015			50000			66500			105179		
LOW SALARY	10300			18346			10925			15000			13341			10300		
FAC MIX PCT	0.42			0.29			0.25			0.04			0.05			1.00		
SALARY FACTOR	1.07			1.06			1.04			1.00			1.04			1.09		

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
Adams State College (CO)	*			*	*	*	*	*
Alabama Agricultural and Mechanical Univ. (AL)								*
Alabama State University (AL)		*	*	*	*	*	*	*
Albany State College (GA)				*		*	*	*
Alcorn State University (MS)	*							*
Angelo State University (TX)	*		*	*	*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*	*	*	*
Arecibo Technological University College (PR)				**	**			
Arkansas State University (AR)		*	*	*	**	*	*	*
Arkansas Tech University (AR)		*	*	*	*	*	*	*
Armstrong State College (GA)				*	*		*	*
Athens State College (AL)					*			
Auburn University at Montgomery (AL)			*	*	*	*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*	*	*	*
Austin Peay State University (TN)	*		*			*	*	*
Ball State University (IN)	*		*		*	*		
Bayamon Technological University College (PR)					*	*		
Bemidji State University (MN)	*	*				**	**	**
BLACK HILLS STATE COLLEGE (SD)	*	*	*	**	**	**	**	**
Bloomsburg University of PA (PA)								**
Bluefield State College (WV)			*	*	*	*	*	*
Boise State University (ID)	*	*	*	*	*		*	
Bowie State College (MD)	*	*	*	*				*
Bowling Green State University (OH)		*		*		*	*	*
Bridgewater State College (MA)						**	**	
California Maritime Academy (CA)		*		**				
California Polytechnic State University San Luis Obispo (CA)		*	*					**
California State College, Bakersfield (CA)				**	**	**	**	
California State Polytechnic University Pomona (CA)		*					**	**
California State University, Dominguez Hills (CA)	*	*		**	**		**	

Those institutions listed in CAPITAL LETTERS have participated in each of the eight years of the survey.

The "double asterisk" symbol (**) denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey. It was continued with the 1985-86 survey, the 1986-87 survey, the 1987-88 survey, and with this 1988-89 survey. Ninety-six (96) of the 281 participating institutions (34%) had CBCs during 1988-1989.

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
California State University, Fresno (CA)			*		**			
California State University, Fullerton (CA)	*		*	**	**			**
California State University, Hayward (CA)	*	*	*	**	**	**	**	
California State University, Long Beach (CA)		*	*	**	**	**	**	**
California State University, Los Angeles (CA)				**			**	**
California State University, Northridge (CA)		*		**				
California State University, Sacramento (CA)							**	**
California State University, San Bernardino (CA)		*		**	**			
California State University, Stanislaus (CA)	*	*			**	**	**	**
CALIFORNIA UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**	**	**	**	**
Cameron University (OK)	*	*	*				*	*
CASTLETON STATE COLLEGE (VT)	*	*	*	**	**	**	**	**
Cayey University College (PR)		*	*	*		*		
Central Connecticut State University (CT)		*	*	**	**	**	**	**
Central Michigan University (MI)	*	*	*	**	**			**
Central Missouri State University (MO)	*	*		*	*	*	*	*
Central State University (OK)		*		*	*	*	*	*
Central Washington University (WA)	*	*		*	*	*	*	*
Chadron State College (NE)	*	*	*	*		*	*	*
Chicago State University (IL)	*	*		**	**	**		
Christopher Newport College (VA)	*	*	*	*	*	*		*
Citadel,(The) Military College of South Carolina (SC)				*	*	*	*	*
City University of New York, Bernard M. Baruch (NY)			*	**				
City University of New York, Brooklyn (NY)						**		
City University of New York, Herbert H. Lehman (NY)			*				**	
City University of New York, John Jay College of Criminal Justice	*	*	*	**		**	**	**
Clarion University of Pennsylvania (PA)		*	*	**	**	**	**	**
Cleveland State University (OH)	*			*	*	*	*	*
Clinch Valley College of the University of Virginia (VA)			*	*	*		*	*
College of Charleston (SC)	*		*	*	*		*	*
College of Staten Island, The (NY)			*	**	**	**	**	**
College of the Virgin Islands at St. Croix (VI)			*	*	*	*		
College of the Virgin Islands at St. Thomas (VI)	*		*	*	*	*	*	
College of William and Mary (VA)		*		*	*			
COLUMBUS COLLEGE (GA)	*	*	*	*	*	*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
Concord College (WV)	*	*	*	*	*	*		*
Coppin State College (MD)	*	*	*	*		*		*
Corpus Christi State University (TX)	*	*	*	*			*	*
Dakota State College (SD)		*	*	**	**		**	**
DELTA STATE UNIVERSITY (MS)	*	*	*	*	*	*	*	*
Dickinson State University (ND)			*	*	*	*		*
East Central University (OK)	*		*	*	*	*	*	*
East Stroudsburg University (PA)	*	*			**			**
East Tennessee State University (TN)	*	*	*	*		*	*	*
East Texas State University (TX)		*		*	*	*	*	*
East Texas State University at Texarkana (TX)	*	*	*		*	*	*	*
Eastern Connecticut State University (CT)		*	*	**	**	**	**	**
Eastern Illinois University (IL)	*	*		**	**	**	**	**
Eastern Kentucky University (KY)		*		*	*		*	*
Eastern Michigan University (MI)					**		**	**
Eastern Montana College (MT)	*	*	*	**		**	**	**
Eastern New Mexico University (NM)	*	*	*	**	**		**	**
Eastern Oregon State College (OR)	*	*			*		*	
Eastern Washington University (WA)	*	*		*	*	*		*
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**	**	**	**	**
Elizabeth City State University (NC)						*		
Emporia State University (KS)	*	*	*				*	*
Fairmont State College (WV)	*	*	*	*	*			*
Fayetteville State University (NC)	*	*						
FITCHBURG STATE COLLEGE (MA)	*	*	*	**	**	**	**	**
Florida Agricultural and Mechanical University (FL)	*				**		*	**
Florida Atlantic University (FL)			*		**	**	**	**
Florida International University (FL)	*	*		**	**	**	**	**
FORT HAYS STATE UNIVERSITY (KS)	*	*	*	*	*	*	*	*
Fort Lewis College (CO)					*	*	*	*
Framingham State College (MA)			*					
FRANCIS MARION COLLEGE (SC)	*	*	*	*	*	*	*	*
FROSTBURG STATE COLLEGE (MD)	*	*	*	*	*	*	*	*
GEORGE MASON UNIVERSITY (VA)	*	*	*	*	*	*	*	*
GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*
GEORGIA SOUTHERN COLLEGE (GA)	*	*	*	*	*	*	*	*
Georgia Southwestern College (GA)		*	*	*	*		*	*
Georgia State University (GA)	*	*						
Glassboro State College (NJ)				**		**		
Glenville State College (WV)		*	*	*	*	*		*
Governors State University (IL)		*						
Graduate School of The City University of New York (NY)					**	**		
Grambling State University (LA)	*		*	*		*	*	*
GRAND VALLEY STATE UNIVERSITY (MI)	*	*	*	*	*	*	*	*
Harris-Stowe State College (MO)		*	*	*	*	*	*	*
Henderson State University (AR)	*	*	*	*		*	*	
Humacao University College (PR)				*	*	*		*
IDAHO STATE UNIVERSITY (ID)	*	*	*	*	*	*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
ILLINOIS STATE UNIVERSITY (IL)	*	*	*	*	*	*	*	*
INDIANA STATE UNIVERSITY (IN)	*	*	*	*	*	*	*	*
Indiana University East (IN)		*		*			*	
Indiana University of Pennsylvania (PA)	*			**	**	**	**	**
Jackson State University (MS)		*			*	*	*	*
Jacksonville State University (AL)		*	*	**		*	*	*
James Madison University (VA)	*	*	*	*		*	*	*
Jersey City State College (NJ)		*		**				**
Johnson State College (VT)								**
Kean College of New Jersey (NJ)							**	
Kearney State College (NE)	*	*		**		**	**	**
Keene State College (NH)	*		*	**	**	**	**	**
Kennesaw College (GA)		*	*	*	*	*	*	*
Kent State University (OH)	*	*			**	**	**	**
Kentucky State University (KY)						*	*	
Kutztown University (PA)		*		**	**		**	**
La Montana Regional College (PR)				*				
LAKE SUPERIOR STATE UNIVERSITY (MI)	*	*	*	*	**	**	**	**
Lamar University--Beaumont (TX)	*	*		*	*	*		
Lander College (SC)	*	*		*	*	*	*	*
Laredo State University (TX)		*	*					
Lewis Clark State College (ID)		*	*	*		*	*	*
Lincoln University (MO)								*
Lincoln University (PA)		*				**	**	**
Livingston University (AL)	*			*	*	*	*	*
Lock Haven University (PA)	*	*	*	**			**	**
Longwood College (VA)	*	*		*	*	*	*	*
Louisiana State University in Shreveport (LA)	*	*		*	*	*	*	*
Louisiana Tech University (LA)	*			*		*	*	*
Lyndon State College (VT)	*	*		**		**	**	**
Maine Maritime Academy (ME)		*				*	*	
Mankato State University (MN)		*						
Mansfield University (PA)	*		*	**	**	**	**	
MARSHALL UNIVERSITY (WV)	*	*	*	*	*	*	*	*
Mary Washington College (VA)		*	*	*	*	*	*	*
Massachusetts College of Art (MA)						**	**	
Massachusetts Maritime Academy (MA)		*			**			
MAYVILLE STATE UNIVERSITY (ND)	*	*	*	*	*	*	*	*
McNeese State University (LA)	*	*	*	*	*		*	*
Memphis State University (TN)	*	*	*		*	*	*	*
Mesa State College (CO)	*	*		*	*	*	*	*
METROPOLITAN STATE COLLEGE (CO)	*	*	*	*	*	*	*	*
Metropolitan State University (MN)				**	**	**	**	
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	*	*	*	*	*	*	*	*
Midwestern State University (TX)	*	*	*	*	*	*	*	
MILLERSVILLE UNIVERSITY OF PA. (PA)	*	*	*	**	**	**	**	*
Minot State University (ND)			*	*	*	*	*	*
Mississippi University for Women (MS)			*	*	*	*	*	
Mississippi Valley State University (MS)	*							
Missouri Southern State College (MO)	*		*	*	*	*	*	*
Missouri Western State College (MO)	*		*	*	*	*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
Montana College of Mineral Science & Technology (MT)	*	*	*	*		*	*	
Montclair State College (NJ)				*	**	**	**	
Moorhead State University (MN)				**		**	**	**
Morehead State University (KY)	*	*		*	*	*	*	*
Morgan State University (MD)				*		*	*	*
Murray State University (KY)	*	*	*		*	*	*	*
New Jersey Institute of Technology (NJ)	*						**	**
New Mexico Highlands University (NM)					*	*	*	*
Nicholls State University (LA)			*		*			*
North Adams State College (MA)	*	*			**	**	**	
North Carolina Agricultural and Technical State University (NC)		*	*	*	*	*	*	*
North Carolina Central University (NC)		*			*	*	*	
North Georgia College (GA)					*	*		
North Texas State University (TX)	*			*	*	*	*	
Northeast Louisiana University (LA)	*		*	*	*	*	*	*
Northeast Missouri State University (MO)		*	*	*	*	*		*
Northeastern Illinois University (IL)	*	*		**	**	**	**	**
Northeastern State University (OK)					*	*	*	*
NORTHERN ARIZONA UNIVERSITY (AZ)	*	*	*	*	*	*	*	*
NORTHERN ILLINOIS UNIVERSITY (IL)	*	*	*	*	*	*	*	*
Northern Kentucky University (KY)	*	*	*		*	*	*	*
Northern Michigan University (MI)	*	*		**	**	**	**	**
Northern Montana College (MT)	*			**		**	**	**
Northern State College (SD)		*	*	**	**	**	**	**
Northwest Missouri State University (MO)			*	*	*	*	*	*
Northwestern Oklahoma State University (OK)	*				*			
Northwestern State University (LA)		*		*			*	*
OAKLAND UNIVERSITY (MI)	*	*	*	*	**	**	**	**
OLD DOMINION UNIVERSITY (VA)	*	*	*	*	*	*	*	*
Oregon Institute of Technology (OR)	*	*		*	*		*	*
Pan American University (TX)			*	*	*	*		*
Panhandle State University (OK)				*	*			
Pembroke State University (NC)	*			*	*			
Peru State College (NE)	*		*	**	**	**	**	**
Pittsburg State University (KS)		*	*	**	**	**	**	**
Plymouth State College (NH)	*		*	*	*	*	*	*
Ponce Technological University College--University of Puerto Rico (PR)					*	*		
Portland State University (OR)	*	*		**		**	**	**
Potsdam College of the State University of New York (NY)						**	**	**
Purdue University at Calumet (IN)		*		*	*	*	*	*
Radford University (VA)	*		*	*	*	*	*	*
Ramapo College of New Jersey (NJ)	*				**			**
Rhode Island College (RI)	*			**		**	**	
Saginaw Valley State University (MI)		*	*		**	**		**
Salem State College (MA)		*	*	**	**	**	**	**
Salisbury State College (MD)	*	*	*	*	*		*	*
Sam Houston State University (TX)					*	*	*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
San Diego State University (CA)		*			**	**	**	**
San Francisco State University (CA)							**	**
Sangamon State University (IL)			*	*	*	*	*	**
Savannah State College (GA)	*	*	*	*	*			*
Shepherd College (WV)	*	*	*	*	*	*	*	
Shippensburg University (PA)		*	*	**	**	**	**	**
Slippery Rock University of Pennsylvania (PA)	*	*	*			**	**	**
Sonoma State University (CA)	*	*		**	**	**	**	**
South Dakota School of Mines and Technology (SD)			*	**	**	**	*	*
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*
Southeastern Louisiana University (LA)		*	*		*	*	*	*
Southeastern Massachusetts University (MA)			*		**	**	**	
Southeastern Oklahoma State University (OK)			*	*				*
SOUTHERN ARKANSAS UNIVERSITY (AR)	*	*	*	*	*	*	*	*
Southern College of Technology (GA)						*	*	*
Southern Connecticut State University (CT)		*	*	**	**		**	**
Southern Illinois University at Carbondale (IL)					*	*	*	*
Southern Illinois University at Edwardsville (IL)	*	*		*	*	*	*	*
SOUTHERN OREGON STATE COLLEGE (OR)	*	*	*	**	**	**	**	**
Southern Technical Institute (GA)		*	*	*	*			
Southern Utah State College (UT)			*	*	*	*		
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*
Southwest State University (MN)	*	*	*	**	**	**		**
Southwest Texas State University (TX)	*	*		*	*	*	*	*
Southwestern Oklahoma State University (OK)	*		*	*	*	*		*
ST. CLOUD STATE UNIVERSITY (MN)	*	*	*	**	**	**	**	**
St. Mary's College of Maryland (MD)	*	*	*					
STATE UNIVERSITY OF NEW YORK COLLEGE AT BROCKPORT (NY)	*	*	*	**	**	**	**	**
State University of New York College at Buffalo (NY)	*		*	**	**	**	**	**
STATE UNIVERSITY OF NEW YORK COLLEGE AT CORTLAND (NY)	*	*	*	**	**	**	**	**
State University of New York College at Fredonia (NY)	*	*	*		**	**	**	**
State University of New York College Arts & Sciences at Genesco (NY)		*	*	**	**	**	**	**
State University of New York College at New Paltz (NY)	*							
State University of New York College at Old Westbury (NY)		*		**		**	**	**
State University of New York College at Oneonta (NY)				**				
State University of New York College at Oswego (NY)								**

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
State University of New York College at Plattsburgh (NY)		*		**	**	**	*	**
State University of New York College at Potsdam (NY)	*	*	*	**	**			
State University of New York College at Purchase (NY)		*	*					
State University of New York College of Technology at Utica/Rome (NY)	*		*	**	**		**	**
Stephen F. Austin State University (TX)	*		*	*	*	*	*	*
Richard Stockton State College (NJ)				**	**			**
Sul Ross State University (TX)				*	*	*	*	
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*	*	*	*	*
TEXAS A&I UNIVERSITY (TX)	*	*	*	*	*	*	*	*
TEXAS A&M UNIVERSITY AT GALVESTON (TX)	*	*	*	*	*	*	*	*
Texas Woman's University (TX)			*	*		*		*
Towson State University (MD)	*		*	*	*	*	**	**
Trenton State College (NJ)	*	*	*	**	**		**	**
Troy State University (AL)		*	*	*	*	*	*	*
UNIVERSITY OF AKRON, THE (OH)	*	*	*	*	*	*	*	*
University of Alabama in Huntsville (AL)	*							
University of Alaska at Anchorage (AK)		*			*	*		
University of Alaska at Fairbanks (AK)				*				
University of Alaska Southeast (AK)		*	*	**			*	*
University of Arkansas at Little Rock (AR)				*	*	*	*	*
University of Arkansas at Monticello (AR)	*			*	*	*	*	
University of Baltimore (MD)	*	*	*	*	*			*
University of Central Arkansas (AR)		*		*	*	*		*
University of Central Florida (FL)	*			**	**	**	**	
UNIVERSITY OF COLORADO AT COLORADO SPRINGS (CO)	*	*	*	*	*	*	*	*
University of Colorado at Denver (CO)	*	*	*	*		*	*	*
University of Guam (GU)	*	*						
University of Hawaii (HI)						**		
University of Houston--Clear Lake (TX)	*			*	*	*	*	*
University of Houston--Downtown (TX)	*	*	*	*			*	
University of Houston--Victoria (TX)	*	*					*	*
University of Lowell (MA)	*	*	*	**	**		**	**
University of Maine at Farmington (ME)			*	**		**		**
University of Maine at Fort Kent (ME)			*			**	**	**
University of Maine at Presque Isle (ME)		*	*	**	**		**	**
University of Maine System (ME)								**
University of Maryland Baltimore County (MD)	*	*		*	*	*	*	*
University of Minnesota - Duluth (MN)								**
University of Missouri - St. Louis (MO)				*	*		*	*
University of Montevallo (AL)			*	*	*	*	*	*
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	*	*	*	**	**	**	**	**
University of Nebraska Medical Center (NE)							*	
UNIVERSITY OF NEVADA, LAS VEGAS (NV)	*	*	*	*	*	*	*	*
University of New Orleans (LA)	*	*					*	
University of North Alabama (AL)	*	*		*	*	*		

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
University of North Carolina at Asheville (NC)	*		*	*		*	*	*
University of North Carolina at Charlotte (NC)		*	*	*	*	*	*	*
University of North Carolina at Greensboro (NC)	*	*		*	*	*	*	*
University of North Carolina at Wilmington (NC)		*		*		*	*	*
University of North Florida (FL)			*			**	**	
University of Northern Colorado (CO)	*	*		*	*	*	*	*
UNIVERSITY OF NORTHERN IOWA (IA)	*	*	*	**	**	**	**	**
University of North Texas (TX)								*
University of Pittsburgh at Bradford (PA)						*	*	*
University of Pittsburgh at Johnstown (PA)	*					*		*
University of Puerto Rico, Medical Sciences Campus (PR)					*	*		
University of Puerto Rico at Mayaguez (PR)					*			
University of Puerto Rico, Rio Piedras Campus (PR)				*	*	*		
UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA (OK)	*	*	*	*	*	*	*	*
University of South Alabama, The (AL)		*	*	*	*	*	*	*
University of South Carolina (SC)		*				*		
University of South Carolina at Aiken (SC)	*	*	*	*	*		*	*
University of South Carolina Coastal Carolina College (SC)	*		*				*	*
UNIVERSITY OF SOUTH CAROLINA AT SPARTANBURG (SC)	*	*	*	*	**	*	*	*
University of South Dakota at Springfield (SD)	*	*	*					
University of South Florida (FL)	*	*			**	**	**	**
UNIVERSITY OF SOUTHERN COLORADO (CO)	*	*	*	*	*	*	*	*
University of Southern Indiana (IN)	*	*		*	*	*	*	*
University of Southern Maine (ME)	*			**	*	**	**	**
University of Southern Mississippi (MS)	*	*	*	*		*	*	*
University of Southwestern Louisiana (LA)	*		*	*	*	*		*
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	*	*	*	*	*	*	*	*
UNIVERSITY OF TENNESSEE AT MARTIN, THE (TN)	*	*	*	*	*	*	*	*
UNIVERSITY OF TEXAS AT DALLAS, THE (TX)	*	*	*	*	*	*	*	*
University of Texas at San Antonio (TX)			*	*	*	*	*	*
University of Texas at Tyler, The (TX)	*	*	*		*	*	*	
University of Texas of the Permian Basis (TX)	*	*	*	*	*	*	*	
University of the District of Columbia (DC)	*		*	**	**		**	**
University of Toledo, The (OH)		*		*	*			
University of the Virgin Islands - St. Croix								*
University of the Virgin Islands - St. Thomas								*
University of West Florida (FL)	*	*	*	**	**		**	

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87	87-88	88-89
UNIVERSITY OF WISCONSIN OSHKOSH (WI)	*	*	*	*	*	*	*	*
University of Wisconsin--Eau Claire (WI)	*		*	*	*	*	*	*
University of Wisconsin--Green Bay (WI)			*	*	*	*	*	
University of Wisconsin--La Crosse (WI)	*	*	*		*	**	*	*
University of Wisconsin--Parkside (WI)	*		*				*	*
University of Wisconsin--Platteville (WI)			*	*	*	*	*	*
University of Wisconsin--River Falls (WI)		*	*				*	
University of Wisconsin--Stevens Point (WI)		*	*	*	*	*	*	*
University of Wisconsin--Stout (WI)	*	*	*	**	*		*	*
University of Wisconsin--Superior (WI)		*	*	*	*	*	*	*
University of Wisconsin--Whitewater (WI)			*	*	*		*	*
University Missouri--St. Louis (MO)				*	*			
VALDOSTA STATE COLLEGE (GA)	*	*	*	*	*	*	*	*
Valley City State University (ND)				*	*	*		*
Virginia Commonwealth University (VA)								*
Washburn University (KS)	*	*		*		*		*
Wayne State College (NE)		*	*	**		**		**
WEBER STATE COLLEGE (UT)	*	*	*	*	*	*	*	*
West Chester State College (PA)	*	*		**		**		
WEST GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*
West Liberty State College (WV)	*	*	*	*	*		*	*
West Texas State University (TX)			*	*	*	*	*	*
WEST VIRGINIA COLLEGE OF GRADUATE STUDIES (WV)	*	*	*	*	*	*	*	*
West Virginia Institute of Technology (WV)		*	*	*	*	*	*	*
West Virginia State College (WV)				*		*	**	*
Western Carolina University (NC)	*	*		*	*	*	*	*
Western Connecticut State University (CT)	*		*	**		**	**	**
WESTERN ILLINOIS UNIVERSITY (IL)	*	*	*	**	**	**	**	**
WESTERN KENTUCKY UNIVERSITY (KY)	*	*	*	*	*	*	*	*
Western Michigan University (MI)		*	*	**	**	**	**	**
Western Montana College (MT)		*	*		**		**	**
WESTERN NEW MEXICO UNIVERSITY (NM)	*	*	*	*	**	*	*	*
WESTERN OREGON STATE COLLEGE (OR)	*	*	*	**	**	**	**	**
Western State College of Colorado (CO)			*	*	*	*	*	*
Western Washington University (WA)		*		*	*		*	*
Westfield State College (MA)	*	*		**	**			
WICHITA STATE UNIVERSITY, THE (KS)	*	*	*	*	*	*	*	*
William Paterson College of New Jersey (NJ)			*		**	**	**	**
Winona State University (MN)	*	*		**			**	**
Winston-Salem State University (NC)	*	*	*		*	*	*	
Winthrop College (SC)	*				*	*	*	*
Worcester State College (MA)	*		*	**				
Wright State University (OH)		*				*		*
Youngstown State University (OH)		*	*	**	**	**	**	**
	205	227	215	268	262	261	272	281

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Total number of AASCU colleges and universities which participated in the survey for the first time during 1988-89: 10.

Total number of AASCU colleges and universities which have participated in the survey at least once during the eight years of the survey: 374.

Total number of AASCU colleges and universities which have participated in each of the eight years of the survey: 60.

Total number of AASCU colleges and universities which have participated in the fourth report (1989) of "trend study years" for 1985-86 (fifth) and 1988-89 (eighth): 209.

Special Study Order Form
CUPA Faculty Salary Survey

Please read through the entire form before completing your request. Print or type all information. Please use a SEPARATE FORM for each study you order. All requests for Special Studies including payment or purchase order number should be sent to: Manager, Membership Services, 1233 20th Street, NW, Suite 503, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request should be sent to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078. I. you have any questions, contact the Manager of Membership Services at (202) 429-0311.

Normally, studies would be returned within 10 days after the request and payment have been received by the CUPA national office. Fees for standard studies are as follows:

$200 - CUPA members who participated in the 1988-89 study;
$275 - CUPA members who did not participate in the 1988-89 study and non-members who did participate;
$350 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
$500 - All others.

Fees for studies not listed below are negotiable on a case-by-case basis.

Name_____Phone( )_____

Institution_____

Address_____

_____

Did your institution participate in the 1988-89 survey?

____Yes ____No

Is your institution a member of CUPA?

____Yes ____No

Types of Data Displays (Please check only one. Use a separate sheet for additional requests. Refer to pages 2 and 3 of the survey report for a complete explanation of the studies.)

____1. Salary Display by average, high, and low salaries
____2. Percentile Rank (PR) Display
____3. Salary Trend Display (include those institutions who have participated in each of the eight years of the survey, 1981-82 through 1988-89)
____4. Other Trend Displays (please specify on a separate sheet)
____5. Other (please explain on a separate sheet)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

   4-Year College_____ University_____ All_____

2. Source of Support

   Public_____ Private, religious_____ Private, Independent_____

3. General Budget

   Less than $_____ More than $_____

4. FTE Enrollment

   Less than $_____ More than $_____

5. FTE Faculty

   Less than _____ More than _____

6. Geographic Area-States (please do not abbreviate)

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix C, Responding Institutions, to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements will be made available. Please type or print clearly.

List institutions on a separate sheet.

Please forward this request to: CUPA, 1233 20th Street, NW, Suite 503, Washington, DC 20036 and a copy to Mr. Lee Tarrant, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078.